

**ASHEBORO CITY BOARD OF EDUCATION**

**January 14, 2010**

**7:30 p.m.**

**Professional Development Center**  
**Asheboro High School**

**Policy Committee Meeting 6:00 p.m.**

**Finance Committee Meeting 6:45 p.m.**

**I. Opening**

- A. Call to Order
- B. Invocation – Steve Jones
- C. Pledge of Allegiance – Juan Cruz and Alexis Dilldine, Teachey students
- \*D. Approval of Agenda

**II. Special Recognition and Presentations**

- A. Board Spotlight – Family Fun Nights at Teachey School
- B. Newly Certified National Board Teachers and Renewals
- C. Board Appreciation Month

**III. 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.

**IV. \*Consent Agenda**

- A. Approval of Minutes – December 10, 2009
- B. Personnel

**V. Information, Reports and Recommendations**

- A. Strategic Planning Update
- B. Expanded Partnership with UNC-G
- C. 1710/4021/7230 – Prohibition against Discrimination, Harassment and Bullying including Hazing
- D. 1720/4015/7225 – Discrimination, Harassment and Bullying Complaint Procedure

**VI. Action Items**

- \*A. Audit 2008-2009
- \*B. 457 Plan of Asheboro City Schools
- \*C. Legislative Platform

**VII. Superintendent's Report/Calendar of Events**

- A. Calendar of Events
- B. Board Appreciation Luncheon, January 22, 2010, 12:00 p.m., South Asheboro Middle School

**VIII. Board Operations**

- A. Board Committees for 2010
- B. Board Winter Retreat, February 5-7, 2010

**IX. Adjournment**

**Asheboro City Schools Board of Education meetings are now 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**

**January 14, 2010**

**7:30 p.m.**

**Addendum**

**I. Opening**

**IV. \*Consent Agenda**

B. Personnel

**VI. Action Items**

\*C. Legislative Platform

**IX. Adjournment**

**Mission Statement**

**We are committed to providing quality learning opportunities for all students in a safe and inviting environment so that our students can become successful lifelong learners and responsible productive citizens.**

January 14, 2010



**Community Spotlight:**

**Board Spotlight:**

As educators, we know that on-going parent involvement can be critical to the success of our students. Tonight, Danielle Sklarski and Dubraska Stines from Guy B. Teachey will share information regarding their “Family Fun Nights”.

**Special Recognition: [New National Board Certified](#)**

**Teachers:** Wendy Graham, Natalia Johns, Trisha Muse - Balfour School; Gail Meyer – Lindley Park School; Kerri Lamb – North Asheboro Middle School; Jennifer Miller – South Asheboro Middle School; Molly Lyons, Lisa Robertson, Adam Reeder, Juan Rios – Asheboro High School.

**Teachers earning National Board Renewal:** Cheryl Perkins – Charles W. McCrary School; Angie Flowers – Balfour School; Kathryn Escobar – Guy B. Teachey School.

**Minutes of the Asheboro City Board of Education  
December 10, 2009**

**Policy Committee**

The Policy Committee convened at 6:00 p.m. in the Professional Development Center Conference Room with the following members present:

Derek Robbins, Committee Chairman	Archie Priest, Jr.
Gidget Kidd	Steve Jones
Dr. Kelly Harris	

Committee member absent was Linda Cranford.

Staff members present were Dr. Diane Frost, Dr. Hazel Frick, Dr. Dot Harper, Dr. Tim Allgood and Dr. Brad Rice.

Chairman Robbins called the meeting to order and referred to the administration for policy review.

Dr. Rice reviewed Policy 1710/4021/7230 – *Prohibition against Discrimination, Harassment and Bullying including Hazing* (the North Carolina School Boards Association’s version). The changes in policy have resulted due to action taken by legislators that became effective December 1, 2009. The policy will replace Asheboro City Schools’ Policy 1710/4021/7230 – *Prohibition against Discrimination and Harassment, including Bullying and Hazing* and will make void Asheboro City Schools Policies 1735/4025/7235, *Harassment, including Bullying and Hazing, Defined* and Policy 1736/4026/7235, *Sexual Harassment, Defined*. The version of Policy 1710/4021/7230 from the North Carolina School Boards Association will be taken to the full board for 30-day review at its January meeting.

Dr. Rice reviewed Policy 1720/4015/7225 – *Discrimination, Harassment and Bullying Complaint Procedure* (the North Carolina School Boards Association’s version). This policy incorporates information in Asheboro City Schools’ Policy 1745/4027, *Sexual Harassment Complaint Procedure for Students* and Policy 1755/7237, *Sexual Harassment complaint Procedure for Employees*. The two Asheboro City Schools’ policies will be replaced with Policy 1720/4015/7225. Policy 1720/4015/7225, *Discrimination, Harassment and Bullying Complaint Procedure* will be taken to the full board for 30-day review at its January meeting.

With no further business, the meeting adjourned at 6:45 p.m.

**Finance Committee**

The Finance Committee convened at 6:45 p.m. in the Professional Development Center Conference Room with the following members present:

Jane Redding, Chairman	Gidget Kidd
Joyce Harrington	Phillip Cheek
Kyle Lamb	Chris Yow

Staff members present were Dr. Diane Frost and Harold Blair.

The meeting was called to order at 6:45 p.m. Mr. Blair provided an update on the 2008-2009 Financial Audit and the 457(b) plan that will be presented at the January board meeting. A discussion followed regarding capital funding needs.

There being no further business, the meeting adjourned at 7:20 p.m.

### **Board of Education**

#### **Opening**

The Asheboro City Board of Education met in regular session at 7:30 p.m. in the Professional Development Center with the following members present:

Gidget Kidd, Chairman	Kyle Lamb
Phillip Cheek	Chris Yow
Jane Redding	Derek Robbins
Archie Priest, Jr.	Steve Jones
Joyce Harrington	Dr. Kelly Harris
Archie Smith, Jr., Attorney	

Board member absent was Linda Cranford.

Staff members present were Dr. Diane Frost, Harold Blair, Nancy Moody, Dr. Brad Rice, Dr. Hazel Frick, Dr. Tim Allgood, Dr. Dot Harper, Pam Johnson, Mike Mize, Jennifer Smith, and Carla Freemyer.

Chairman Kidd called the meeting to order and Mr. Cheek gave the invocation. Asheboro High School student, Monica Elliott, led the Pledge of Allegiance.

Upon a request from Chairman Kidd, the item, Swearing in Ceremony, was moved after the Special Recognition and Presentations section. A motion to approve the revised agenda was made by Mr. Jones, seconded by Ms. Harrington, and unanimously approved by the Board.

#### **Special Recognition and Presentations**

Superintendent Frost announced that Tracy Recendez, 4th grader at Balfour Elementary School, is the 2009 Holiday Art Award winner. Dr. Frost presented Tracy with a \$100 savings bond along with her original framed artwork.

Dr. Harper recognized teachers from Asheboro High School who shared the purpose, process, and products of Public Service Announcement Projects completed by students in Asheboro High School's Civics and Economics classes.

#### **Swearing in Ceremony**

County Commissioner Chairman J. Harold Holmes administered the Board of Education oath of office to Joyce Harrington, Derek Robbins, Archie Priest, Jr. and Chris Yow. They will serve a six year term as re-elected members to the Asheboro City Board of Education.

#### **Public Comments**

Chairman Kidd opened the floor to public comments. No one signed up to address the Board.

Upon motion by Mr. Jones, seconded by Ms. Redding, the Consent Agenda was unanimously approved by the Board.

## Consent Agenda

The following Consent Agenda items were approved:

*Approval of Minutes – November 12, 2009*

### *Personnel*

#### Resignations/Retirements/Separations

<u>Name</u>	<u>School/Subject</u>	<u>Date</u>
Thomas, Tony	South Asheboro Middle/Custodian/Part-time	11/13/09
Sheppard, Elizabeth	South Asheboro Middle/Data Manager/Treasurer	11/27/09
Sanders, Marta	Early Childhood Development Center/Speech/Lang.	01/04/10

#### Appointments

<u>Name</u>	<u>School/Subject</u>	<u>Date</u>
Rush, Monica	Central Office/Bus Driver	10/30/09
Brown, Tiffany	Donna L. Loflin/Teacher Assistant	11/09/09
Brewer, Renee	South Asheboro Middle/Teacher Assistant	11/13/09
Washington, Rhonda	Asheboro High School/Science	11/16/09
Kern, EllaMae	Asheboro High School/Teacher Assistant/part-time	11/17/09
Coleman, Staci	McCrary Elementary/Teacher Assistant	12/01/09
Watts, Amber	McCrary Elementary/Pre-kindergarten teacher	01/04/10

#### Transfers

<u>Name</u>	<u>School/Subject</u>	<u>Date</u>
Burian, Johanna	Teachey/Translator/Interpreter to Balfour/ Translator/Interpreter	11/09/09
Loechle-Yuzzely, Lizbel	Loflin/Teacher Assistant to TBA/Translator/Interpreter	

#### Leave of Absences

<u>Name</u>	<u>School/Subject</u>	<u>Date</u>
Icenhour, Udenia	Teachey School/Teacher Assistant	3/01/10-6/4/10

#### Information, Reports and Recommendations

Mike Mize presented information on energy consumption.

Marty Williams shared the vision and goals of a planning committee formed to work on implementing an innovative and student-centered initiative to meet the needs of today's digital learners. One of the main focuses will be to transform and improve the delivery of instruction by leveraging the benefits of a one to one computer environment for students.

#### Action Items

Dr. Allgood reported on a timeline for the development of the 2011-2012 Calendar. A calendar proposal will be presented for board approval at the February 18, 2010 board meeting. A motion was made by Mr. Yow and seconded by Mr. Cheek to proceed with the timeline as presented. Motion passed unanimously. (A copy of the Calendar Timeline will become a part of these minutes.)

Following a 30-day review, a motion was made by Mr. Lamb, seconded by Ms. Harrington, to approve the following policies as presented: Policy 4333 – *Weapons, Bomb Threats, Terrorist Threats and Clear Threats to Safety* and Policy 4353 – *Long-Term Suspension, 365 Day Suspension, Expulsion*. Motion passed unanimously. (The above policies will become a part of these minutes.)

Dr. Harper presented proposed Asheboro High School math courses as follows for board approval: Integrated Mathematics I, Integrated Mathematics II, and Integrated Mathematics III. This would align with newly adopted state standards and assessments for high school mathematics. A motion was made by Ms. Redding, seconded by Mr. Lamb, and unanimously approved by the Board to approve the courses as presented.

Dr. Frost requested board approval to continue membership in the North Carolina City Schools Consortium for the 2010 year at a cost of \$3,000 for the year. A motion was made by Ms. Redding and seconded by Mr. Cheek to continue in the Consortium. Motion passed unanimously. (A copy of the resolution will become a part of the minutes.)

Dr. Frost reported on a competitive federal grant program (Race to the Top) administered by the U.S. Department of Education and requested the Board's permission to participate. Mr. Lamb made a motion to approve the request and Mr. Yow seconded. Motion passed unanimously.

### **Superintendent's Report/Calendar of Events**

Ms. Freemyer shared *Points of Pride as follows*: Les Miserables performance by the Park Street Players; National AVID certification at North and South Asheboro Middle Schools; 11 new National Board certified teachers; Health Advisory Council sponsoring the Community Fun Walk; and Board Member Joyce Harrington being appointed to the North Carolina School Boards Association's All-State Board.

Ms. Freemyer shared the Calendar of Events highlighting important dates to remember: Chorus Concert at North Asheboro Middle, December 21; Superintendent's Holiday Lunch, December 21; Middle School Science Fair, January 14; Board Appreciation Lunch, January 22; and Legislative Breakfast, January 29.

### **Board Operations/Committee Reports**

Superintendent Frost indicated the Board of Education would be reorganizing and the floor was opened to nominations for chairman. Mr. Cheek made a motion, seconded by Mr. Priest, to nominate Ms. Kidd as chairman. Motion passed unanimously. Chairman Kidd opened the floor to nominations for vice chairman. Ms. Harrington made a motion to nominate Ms. Redding with Mr. Yow seconding the motion. Motion passed unanimously.

An invocation schedule for 2010 was presented to board members.

Mr. Robbins thanked the Board and everyone in attendance for bringing canned goods to be distributed to the Christians United Outreach Center and suggested it become an annual event for the December board meetings.

### **Adjournment**

There being no further business, a motion was made by Mr. Robbins and seconded by Mr. Lamb, to adjourn at 8:45 p.m. The motion passed unanimously.

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Chairman

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Secretary



**Asheboro City Schools  
Personnel Transactions  
January 14, 2010**

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

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<b><u>NAME</u></b>	<b><u>SCHOOL/SUBJECT</u></b>	<b><u>EFFECTIVE</u></b>
Medley, Demario	CO/Bus Driver	12/22/09
Reagan, Martha	SAMS/Custodian	12/30/09

**\*B. APPOINTMENTS**

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<b><u>NAME</u></b>	<b><u>SCHOOL/SUBJECT</u></b>	<b><u>EFFECTIVE</u></b>
Gonzalez, Yomara	LP/Teacher Assistant	1/4/10
Shane, Michael	CO/Maintenance	1/19/10

**Asheboro City Schools  
Personnel Transactions  
January 14, 2010  
Addendum**

**\*A. APPOINTMENTS**

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<b><u>NAME</u></b>	<b><u>SCHOOL/SUBJECT</u></b>	<b><u>EFFECTIVE</u></b>
English, Lori	CWM/Teacher Assistant	1/19/10
Davis, Linda	CO/Bus Monitor	1/19/10
Spencer, Danzell	CO/Bus Driver	1/21/10
Blakenship, Kristie	Substitute/\$69.00 per day	12/16/09
Eller, Katie	Substitute/\$90.00 per day	12/21/09
LaClair, Rebecca	Substitute/\$69.00 per day	12/21/09
Domally, Marc	Substitute/\$69.00 per day	1/7/10
Lawrence, Wendolyn	Substitute/\$69.00 per day	1/8/10
McLeod, Kari	Substitute/\$69.00 per day	1/13/10
Wayne, Rhonda	Substitute/\$69.00 per day	1/13/10
Bates, Julie	Substitute/\$90.00 per day	1/13/10



## Asheboro City Schools – Planning for Excellence 2010-2013

### Project Timeline

Date(s)	Team Task
October 8, 2009 (PDC)	Board of Education adopts resolution for strategic planning process
October 14, 2009 (PDC)	Administrative Leadership Team begins review of mission, vision and belief statements
November 10, 2009 (PDC)	Steering Committee organizational meeting; review update on 2007-2010 strategic plan; complete key strategic issues exercise
December 8, 2009 (PDC)	Steering Committee meets to establish process for community input; participate in simulated process; review invitation flyer
January, 2010	School and district staff, generate guest list for community input and Planning Team participants
February 6, 2010	Board of Education reviews vision, mission, and beliefs; complete key strategic issues exercise
February 18, 2010 (PDC)	Board of Education adopts vision, mission, and beliefs
<b>Coffee and Conversation</b> February 16 (PDC 7:30am), 18 (Mission Adonai 7:30am), 19 (Chamber 7:30am), 22 (McCrary 5:30pm), 23 (Kingdom Life Community Church 12noon), 24 (SAMS 4:00pm), 25 (Asheboro Public Works 12noon); February 24 (student breakfast, PDC 7:30am)	Steering Committee, BOE, administrators, staff, parents, students, civic leaders, community participate in breakfast sessions for community input
March 22 and 29, 2010 (PDC)	Planning Team meets to review input, recommend and prioritize goals and objectives
April 27, 2010 (PDC)	Steering Committee reviews a draft of the goals and objectives and makes recommendations
May 13, 2010 (PDC)	BOE reviews the draft of the goals and objectives Steering Committee facilitates public forums as information sessions for our community
June 10, 2010 (PDC)	BOE adopts the 2010-2013 Strategic Plan

# Coffee and Conversation



Asheboro City Schools invites you to share your ideas through informal conversation as part of our 2010-2013 strategic planning process.

Below, please select the date and time that works best with your schedule. A light meal will be provided.

We need your input!  
Don't miss this opportunity to be a part of this important process!

**Yes, I would like to attend a Coffee and Conversation**  
(please check below one or more dates convenient for your schedule)

**February 16** - Professional Development Ctr.  
Corner of Church and Walker Streets, **7:30 - 9:00am**

**February 18** - Mision Adonia (Interpreter available)  
819 Woodcrest Dr. (Fellowship Hall), **7:30 - 9:00am**

**February 19** - Asheboro/Randolph Chamber  
317 E. Dixie Drive (Lower Level), **7:30 - 9:00am**

**February 22** - Charles W. McCrary School  
400 Ross Street (Media Center), **5:30 - 7:00pm**

**February 23** - Kingdom Life Community Church  
A Ministry of the Church of God of Prophecy  
527 Cross Street (Fellowship Hall), **12noon - 1:30pm**

**February 24** - South Asheboro Middle School  
523 West Walker Street (Media Center), **4:00 - 5:30pm**

**February 25** - Asheboro City Public Works Facility  
1312 N. Fayetteville Street - **12noon - 1:30pm**

**February 25** - Donna Lee Loflin School (Interpreter available)  
405 South Park Street, **5:30 - 7:00pm**

Name	School Affiliation	Daytime Phone
Street Address	City/State/Zip	email address

To register, please return to school office by February 5, 2010, or email your registration information to Carla Freemyer at [cfreemyer@asheboro.k12.nc.us](mailto:cfreemyer@asheboro.k12.nc.us). If you have indicated more than one date, you will be registered on a space available basis. You will receive confirmation by phone or email.

## **Extension of ACS partnership with UNC-G:**

### **Update to the Board of Education – January 14, 2010**

Beginning with the 2010 Spring Semester, Asheboro City Schools will host up to 20 student interns from UNC-G's dual certification program, under the direction of Dr. Sam Miller and Dr. Stephanie Kurtts. These interns will be working toward their certification in Elementary Education and Exceptional Children Education.

Internships will last for four semesters and will include placements as follows:

- K-2 – under supervision of regular education teachers at Loflin Elementary
- 3-5 – under supervision of regular education teachers at Balfour Elementary
- 6-8 – under the supervision of Exceptional Children teachers at NAMS and SAMS
- 9-12 – under the supervision of Exceptional Children teachers at AHS

A semester of student teaching, again within the Asheboro City Schools System, will complete the program. Student teachers at the secondary level will work in our schools for 6 weeks; those placed at the elementary level will work with us for 10 weeks.

The first day of internship for these students will be February 1. They will complete their work with us this first semester on May 3, 2010. Orientation meetings for our supervising teachers and principals are underway.

This partnership promises to be mutually beneficial for student interns and for our schools. It is an exciting opportunity.

Policy 1710/4021/7230 – Prohibition Against Discrimination, Harassment, and Bullying including Hazing

**As recommended to the Board Policy Committee, December 10, 2010**

Based on the requirements of the School Violence Prevention Act, Asheboro City Schools existing board policy has been reviewed and revised to replace Policy 1735/4025/7235, Harassment, including Bullying and Hazing, Defined and Policy 1736/4026/7236, Sexual Harassment Defined. It was replaced with the NCSBA version with the addition of hazing. This policy prohibits unlawful discrimination and harassment along with bullying and hazing by students, employees, volunteers, and visitors during any school function at a school or school-related location at any time of day when an individual is subject to the authority of school personnel.

**PROHIBITION AGAINST DISCRIMINATION,  
HARASSMENT AND BULLYING including Hazing** *Policy Code:1710/4021/7230*

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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 will not tolerate any form of unlawful discrimination, harassment or bullying in any of its educational or employment activities.

**A. PROHIBITED BEHAVIORS AND CONSEQUENCES**

1. **Discrimination, Harassment and Bullying, including Hazing**

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.

Students are expected to comply with the behavior standards established by board policy and the student code of conduct. Employees are expected to comply with board policy and school system regulations. Volunteers and visitors on school property also are expected to comply with board policy and established school rules and procedures.

Any violation of this policy is serious, and school officials shall promptly take appropriate action. 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.

Employees who violate this policy will be subject to disciplinary action, up to, and including, dismissal. 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.

When considering if a response beyond the individual level is appropriate, school administrators should consider the nature and severity of the misconduct to determine whether a classroom, school-wide or school system-wide response is necessary. Such classroom, school-wide or school system-wide responses may include staff training, harassment and bullying prevention programs and other measures deemed appropriate by the superintendent to address the behavior.

2. **Retaliation**

The board prohibits reprisal or retaliation against any person for reporting or

intending to report violations of this policy, supporting someone for reporting or intending to report a violation of this policy or 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.

## **B. APPLICATION OF POLICY**

This policy prohibits unlawful discrimination, harassment and bullying by students, employees, volunteers, and visitors. “Visitors” includes persons, agencies, vendors, contractors and organizations doing business with or performing services for the school system.

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; and
6. at any time or place when the behavior has a direct and immediate effect on maintaining order and discipline in the schools.

## **C. DEFINITIONS**

For purposes of this policy, the following definitions apply:

### **1. Discrimination**

Discrimination means any act or failure to act 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, pregnancy, religion, age or disability. Discrimination may be intentional or unintentional.

### **2. Harassment and Bullying**



- a. Harassment or bullying behavior is any pattern of gestures or written, electronic or verbal communications, or any physical act or any threatening communication that:
- (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.

“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, 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. Legitimate age-appropriate pedagogical techniques are not considered harassment or bullying.

It is possible for harassment, including sexual or gender-based harassment, to occur in various situations. For example, harassment 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 one type of harassment. 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 unreasonably interfering with an employee's work or performance or a student's educational performance, limiting a student's ability to participate in or benefit from an educational program or environment, or 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, 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.

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

3. Hazing means to subject another student to physical injury as part of an initiation, or as a prerequisite to membership into any organized school group, including any society, athletic team, fraternity or sorority, or other similar group. It is unlawful for any student to engage in hazing or to aid or abet any student in the commission of this offense.

**D. REPORTING AND INVESTIGATING COMPLAINTS OF DISCRIMINATION, HARASSMENT OR BULLYING**

Employees are required to report any actual or suspected violations of this policy. Students, parents, volunteers, visitors or others are also strongly encouraged to report any actual or suspected incidents of discrimination, harassment or bullying. All reports should be made in accordance with policy 1720/4015/7225, Discrimination, Harassment and Bullying Complaint Procedure, and reported to one of the school officials identified in that policy. Reports may be made anonymously, and all reports shall be investigated in accordance with that policy.

**E. TRAINING AND PROGRAMS**

The board directs the superintendent to establish training and other programs that are designed to help eliminate unlawful 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, and on cell phones and the Internet.

**F. NOTICE**

The superintendent is responsible for providing effective notice to students, parents and employees of the procedures for reporting and investigating complaints of discrimination, harassment and bullying. This policy must be posted on the school system website, and copies of the policy must be readily available in the principal's office, the media center at each school and the superintendent's office. Notice of this policy must appear in all student and employee handbooks and in any school system publication that sets forth the comprehensive rules, procedures and standards of conduct for students and employees.

**G. COORDINATORS**

The superintendent or designee shall publish the names, office addresses and phone numbers of the "Title IX coordinator" (for sex discrimination) and the "Section 504" and "ADA coordinator(s)" (for discrimination on the basis of disability) in a manner intended to ensure that students, employees, applicants, parents and other individuals who participate in the school system's programs are aware of the coordinators. The coordinators shall coordinate the school system's efforts to comply with and carry out its Title IX, Section 504 and ADA responsibilities, which include investigating any complaints communicated to school officials alleging noncompliance with Title IX, Section 504 or the ADA or alleging actions which would be prohibited by those laws.

**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 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.*; 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; *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); *Oncale v. Sundowner Offshore Services*, 523 U.S. 75 (1998); G.S. 115C-335.5, -407.9 through -407.12; 126-16; State Board of Education Policy HRS-A-007

Cross References: Discrimination, Harassment and Bullying Complaint Procedure (policy 1720/4015/7225), Nondiscrimination on the Basis of Disabilities (1730/4022/7231), Prohibition Against Retaliation (1760/7280), School Plan for Management of Student Behavior (policy 4302), Professional Employees: Demotion and Dismissal (7930), Classified Personnel: Suspension and Dismissal (7940)

Adopted:

Policy 1720/4015/7225 – Discrimination, Harassment, and Bullying Complaint Procedure

**As recommended to the Board Policy Committee, December 10, 2010**

This policy replaces Policies 1745/4027, Sexual Harassment Complaint Procedure for Students, and 1755/7237, Sexual Harassment Complaint Procedure for Employees. It provides a detailed outline of steps required for reporting and investigating complaints in compliance with federal requirements and North General Statute 115C-407.10.

# **DISCRIMINATION, HARASSMENT AND BULLYING COMPLAINT PROCEDURE**

*Policy Code: 1720/4015/7225*

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The board takes seriously all complaints of unlawful discrimination, harassment and bullying. The process provided in this policy is designed for those individuals who believe that they may have been discriminated against, bullied or harassed in violation of policy 1710/4021/7230, Prohibition Against Discrimination, Harassment and Bullying, including Hazing. Individuals who have witnessed or have reliable information that another person has been subject to unlawful discrimination, harassment or bullying also should report such violations to one of the school system officials listed in subsection C.1. of this policy. Reports may be made anonymously.

## **A. DEFINITIONS**

### **1. Alleged Perpetrator**

The alleged perpetrator is the individual alleged to have discriminated against, harassed or bullied the complainant.

### **2. Complaint**

A complaint is an oral or written notification made by a person who believes he or she is the victim of unlawful discrimination, harassment or bullying.

### **3. Complainant**

The complainant is the individual complaining of being discriminated against, harassed or bullied.

### **4. Days**

Days are the working days, exclusive of Saturdays, Sundays, vacation days or holidays, as set forth in the school calendar. In counting days, the first day will be the first full working day following receipt of the complaint. When a complaint is submitted on or after May 1, time limits will consist of all weekdays (Monday–Friday) so that the matter may be resolved before the close of the school term or as soon thereafter as possible.

### **5. Investigative Report**

The investigative report is a written account of the findings of the investigation conducted in response to a complaint.

### **6. Investigator**

The investigator is the school official responsible for investigating and responding to the complaint.

7. Report

A report is an oral or written notification that an individual, other than the reporter, is a suspected perpetrator or victim of unlawful discrimination, harassment or bullying.

**B. REPORTING BY EMPLOYEES OR OTHER THIRD PARTIES**

1. Mandatory Reporting by School Employees

Any employee who witnessed or who has reliable information or reason to believe that an individual may have been discriminated against, harassed or bullied in violation of policy 1710/4021/7230 must report the offense immediately to an appropriate individual designated in subsection C.1., below. An employee who does not promptly report possible discrimination, harassment or bullying shall be subject to disciplinary action.

2. Reporting by Other Third Parties

All members of the school community including students, parents, volunteers and visitors are also strongly encouraged to report any act that may constitute an incident of discrimination, harassment or bullying.

3. Anonymous Reporting

Reports of discrimination, harassment or bullying may be made anonymously but formal disciplinary action may not be taken solely on the basis of an anonymous report.

4. Investigation of Reports

Reports of discrimination, harassment or bullying shall be investigated sufficiently to determine whether further action under this policy or otherwise is necessary, and school officials shall take such action as appropriate under the circumstances. At the option of the alleged victim, the report may be treated as a complaint by the alleged victim under this policy.

**C. COMPLAINTS BROUGHT BY ALLEGED VICTIMS OF DISCRIMINATION, HARASSMENT OR BULLYING**

1. Filing a Complaint

Any individual, who believes that he or she has been discriminated against,

harassed or bullied is strongly encouraged to file a complaint orally or in writing to any of the following individuals:

- a. the principal or assistant principal of the school at which either the alleged perpetrator or alleged victim attends or is employed;
- b. an immediate supervisor if the individual making the complaint is an employee;
- c. the assistant superintendent of human resources if the alleged perpetrator or alleged victim is an employee of the school system (or the superintendent if the assistant superintendent of human resources is the alleged perpetrator);
- d. the Title IX coordinator for claims of sex discrimination or sexual harassment; or
- e. the Section 504 coordinator or the ADA coordinator for claims of discrimination on the basis of a disability.

2. Time Period for Filing a Complaint

A complaint should be filed as soon as possible but no later than 30 days after disclosure or discovery of the facts giving rise to the complaint. Complaints submitted after the 30-day period may be investigated; however, individuals should recognize that delays in reporting may significantly impair the ability of school officials to investigate and respond to such complaints.

3. Informal Resolution

The board acknowledges that many complaints may be addressed informally through such methods as conferences or mediation, and the board encourages the use of such procedures to the extent possible. If an informal process is used, the principal or other designated personnel must (1) notify the complainant that he or she has the option to request formal procedures at any time and (2) make a copy of this policy and other relevant policies available to the complainant. In those circumstances in which informal procedures fail or are inappropriate or in which the complainant requests formal procedures, the complaints will be investigated promptly, impartially and thoroughly according to the procedures outlined in the remainder of this policy.

**D. PROCESS FOR ADDRESSING COMPLAINTS OF ALLEGED INCIDENTS OF DISCRIMINATION, HARASSMENT OR BULLYING**

1. Initiating the Investigation



- a. Whoever receives a complaint of discrimination, harassment or bullying pursuant to subsection C.1. shall immediately notify the appropriate investigator who shall respond to the complaint and investigate. The investigator of a complaint is determined as follows:
  - i. If the alleged incident occurred under the jurisdiction of the principal, the investigator is the principal or designee, unless the alleged perpetrator is the principal, the assistant superintendent of human resources, the superintendent or a member of the board. If the alleged perpetrator is any other employee, the principal or designee shall conduct the investigation in consultation with the assistant superintendent of human resources or designee.
  - ii. If the alleged perpetrator is the principal, the assistant superintendent of human resources or designee is the investigator.
  - iii. If the alleged incident occurred outside of the jurisdiction of a principal (for example, at the central office), the assistant superintendent of human resources or designee is the investigator unless the alleged perpetrator is the assistant superintendent of human resources, the superintendent or a member of the board.
  - iv. If the alleged perpetrator is the assistant superintendent for human resources, the superintendent or designee is the investigator.
  - v. If the alleged perpetrator is the superintendent, the board attorney is the investigator. (In such cases, whoever receives a complaint of discrimination, harassment or bullying shall immediately notify the assistant superintendent of human resources who shall immediately notify the board chair. The board chair shall direct the board attorney to respond to the complaint and investigate.)
  - vi. If the alleged perpetrator is a member of the board, the board attorney is the investigator. (In such cases, whoever receives a complaint of discrimination, harassment or bullying shall immediately notify the superintendent who shall direct the board attorney to respond to the complaint and investigate. Unless the board chair is the alleged perpetrator, the superintendent shall also notify the board chair of the complaint.)
- b. As applicable, the investigator shall immediately notify the Title IX, Section 504 or ADA coordinator of the complaint, and, as appropriate, may designate the coordinator to conduct the investigation.
- c. The investigator shall explain the process of the investigation to the complainant and inquire as to whether the complainant would like to

suggest a course of corrective action.

- d. Written documentation of all reports and complaints, as well as the school system's response, must be maintained in accordance with policy 1710/4021/7230.
- e. Failure to investigate and/or address claims of discrimination, harassment or bullying shall result in disciplinary action.

## 2. Conducting the Investigation

- a. The investigator is responsible for determining whether the alleged act(s) constitutes a violation of policy 1710/4021/7230. In so doing, the investigator shall impartially, promptly and thoroughly investigate the complaint. The investigator shall interview (1) the complainant; (2) the alleged perpetrator(s); and (3) any other individuals, including other possible victims, who may have relevant information.
- b. Information may be shared only with individuals who need the information in order to investigate and address the complaint appropriately. Any requests by the complainant for confidentiality shall be evaluated within the context of the legal responsibilities of the school system. Any complaints withdrawn to protect confidentiality must be recorded in accordance with policy 1710/4021/7230.
- c. The investigator shall review the factual information gathered through the investigation to determine whether the alleged conduct constitutes discrimination, harassment or bullying, giving consideration to all factual information, the context in which the alleged incidents occurred, the age and maturity of the complainant and alleged perpetrator(s), and any other relevant circumstances.

## 3. Investigative Report

- a. The investigator shall submit a written investigative report to the superintendent and, as applicable, to the Title IX, Section 504 or ADA coordinator.
- b. The investigator shall notify the complainant of the results of the investigation within 15 days of receiving the complaint, unless additional time is necessary to conduct an impartial, thorough investigation. The investigator shall specify whether the complaint was substantiated and, if so, shall also specify:
  - i. reasonable, timely, age-appropriate, corrective action intended to end the discrimination, harassment or bullying and prevent it from

recurring;

- ii. as needed, reasonable steps to address the effects of the discrimination, harassment or bullying on the complainant; and
  - iii. as needed, reasonable steps to protect the complainant from retaliation as a result of communicating the complaint.
- c. Information regarding specific disciplinary action imposed on the alleged perpetrator(s) will not be given to the complainant unless the information relates directly to the complainant (e.g., an order requiring the perpetrator not to have contact with the complainant).
- d. If the investigator determines that the complaint was substantiated, the perpetrator(s) shall be subject to discipline or other corrective steps, as described in policy 1710/4021/7230. If the corrective steps involve actions outside the scope of the investigator's authority, the superintendent will be notified so that responsibility for taking the corrective steps may be delegated to the appropriate individual.
- e. Each alleged perpetrator will be provided with a written summary of the results of the investigation in regard to whether the complaint was substantiated, whether the alleged perpetrator violated relevant law or board policies by his or her actions, and what, if any, disciplinary actions or consequences will be imposed upon the perpetrator in accordance with board policy. The perpetrator may appeal any disciplinary action or consequence in accordance with board policy and law. However, an appeal by the perpetrator of disciplinary action does not preclude school officials from taking appropriate action to address the discrimination, harassment or bullying.

#### 4. Appeal of Investigative Report

- a. If the complainant is dissatisfied with the investigative report, he or she may appeal the decision to the superintendent (unless the alleged perpetrator is the assistant superintendent for human resources or the superintendent, in which cases the complainant may appeal directly to the board in accordance with the procedure described in subsection E.4.b below). The appeal must be submitted in writing within five days of receiving the investigative report. The superintendent may review the documents, conduct any further investigation necessary or take any other steps the superintendent determines to be appropriate in order to respond to the complaint. The superintendent shall provide a written response within 10 days after receiving the appeal, unless further investigation is needed.

- b. If the complainant is dissatisfied with the superintendent's response, he or she may appeal the decision to the board within five days of receiving the superintendent's response. The board will review the documents, direct that further investigation be conducted if necessary and take any other steps that the board determines to be appropriate in order to respond to the complaint. Upon request of the complainant, the board will hold a hearing pursuant to policy 2500, Hearings Before the Board. The board will provide a written response within 30 days after receiving the appeal, unless further investigation is necessary or the hearing necessitates that more time be taken to respond.

**E. TIMELINESS OF PROCESS**

The number of days indicated at each step of the process should be considered a maximum. Every effort should be made to expedite the process.

If any school official charged with investigating the complaint or reviewing the investigation fails at any step in the process to communicate a decision within the specified time limit, the complainant will be entitled to appeal the complaint to the next step unless the official has notified the complainant of the delay and the reason for the delay, such as the complexity of the investigation, review or report. The school official shall make reasonable efforts to keep the complainant apprised of progress being made during any period of delay. Delays that interfere with the exercise of any legal rights are not permitted.

Failure by the complainant at any step in the process to appeal a complaint to the next step within the specified time limit will be considered acceptance of the decision at that step, unless the complainant has notified the investigator of a delay and the reason for the delay and the investigator has consented in writing to the delay.

**F. GENERAL REQUIREMENTS**

1. No reprisals or retaliation of any kind will be taken by the board or by an employee of the school system against the complainant or other individual on account of his or her filing a complaint or report or participating in an investigation of a complaint or report filed and decided pursuant to this policy, unless the person knew or had reason to believe that the complaint or report was false or knowingly provided false information.
2. All meetings and hearings conducted pursuant to this policy will be private.
3. The board and school system officials will consider requests to hear complaints from a group, but the board and officials have the discretion to hear and respond to complainants individually.
4. The complainant may be represented by an advocate, such as an attorney, at any

meeting with school system officials.

5. Should, in the judgment of the superintendent or designee, the investigation or processing of a complaint require that an employee be absent from regular work assignments, such absences shall be excused without loss of pay or benefits. This shall not prevent the superintendent or designee from suspending the alleged perpetrator without pay during the course of the investigation.

## G. RECORDS

Records will be maintained as required by policy 1710/4021/7230.

Legal References: Age Discrimination in Employment Act of 1967, 29 U.S.C. 621 *et seq.*; Americans With Disabilities Act, 42 U.S.C. 12101 *et seq.*, 28 C.F.R. pt. 35; Family Educational Rights and Privacy Act, 20 U.S.C. 1232g; 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; *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); *Gebser v. Lago Vista Independent School District*, 524 U.S. 274, (1998); *Davis v. Monroe County Board of Education*, 526 U.S. 629 (1999); G.S. 115C-407.10; State Board of Education Policy HRS-A-007

Cross References: Prohibition Against Discrimination, Harassment and Bullying (policy 1710/4021/7230), Student and Parent Grievance Procedure (policy 1740/4010), Hearings Before the Board (policy 2500), Assaults, Threats and Harassment (policy 4331)

Adopted:

## **Asheboro City Schools 2008-2009 Audited Financial Statements**

The Asheboro City Board of Education received a “clean opinion” for the 2008-2009 Financial Audit from Cherry, Bekaert, and Holland. The total budget for the Governmental Funds (excluding Child Nutrition) for the school year was \$42,790,270 - allocated as follows:

	<b>Budget</b>	<b>Revenues</b>	<b>Expenditures</b>
<b>State</b>	\$ 26,562,721	\$ 26,014,167	\$ 25,973,167
<b>Local Current Expense</b>	\$ 9,565,500	\$ 8,883,987	\$ 8,655,307
<b>Federal</b>	\$ 5,055,213	\$ 4,319,295	\$ 4,319,295
<b>Local Capital Outlay</b>	\$ 1,606,836	\$ 1,143,767	\$ 1,064,362

The Net Assets at June 30, 2009 for the Total Primary Government were \$40,732,322 down \$405,263 from the prior year. The decrease was primarily due to depreciation of capital assets. Total revenues for 2008-2009 were \$43,515,790 an increase of \$1,886,998 over the prior year and total expenses were \$43,921,053 an increase of \$1,648,183 over the prior year.

As in the past, a finding was identified at the individual school level regarding segregation of duties over financial responsibilities. The Audit recommends we add additional staffing at each school to address this situation, which is currently not feasible.

The Asheboro City Board of Education continues to hold a strong financial position. Local funding sources remain stable, and as State funding continues to decline, access to additional federal funding has become available to offset State shortfalls.

## **457 Plan of Asheboro City Schools Information Summary**

Asheboro City Schools would like to begin offering a 457 Plan investment option to its employees beginning February 1, 2010. A 457 Plan operates very much like the 401k and 403b plans currently offered by Asheboro City Schools with two major differences:

- An employee can withdraw funds accumulated in a 457 plan penalty free upon separation from service regardless of age. Such withdrawals are subject to income taxes. In most cases 401k or 403b withdrawals before age 59½ would be subject to income taxes and to a 10% penalty. This makes the 457 Plan options especially beneficial to employees who retire before they reach the age of 59½.
- A 457 Plan has separate annual contributions limits from the 401k/403b. Adding a 457 Plan to our benefits package will allow eligible employees to double the maximum allowed annual contributions.

The 457 Plan of Asheboro City Schools will offer annuities through the Annuity Investors Life Insurance Company and mutual funds through Lincoln Investment Planning Inc. Subject to Board approval of the Plan, informational meetings for employees will be conducted beginning in February.

**PLAN RESOLUTION FOR  
ASHEBORO CITY SCHOOLS**  
To adopt a plan under Section 457 of the Internal Revenue Code

Resolved, That effective, February 1, 2010 Asheboro City Schools adopts its Deferred compensation plan under Section 457 of the Internal Revenue Code in the form presented at this meeting and attached hereto;

Resolved Further, That the officers of the Employer are authorized and directed to execute the plan document and take such other steps as are necessary or appropriate to implement the Plan;

Resolved Further, That the approved product list is as follows:

<b>PRODUCT</b>	<b>OFFERED THROUGH</b>
<b>Great Flex 6 Group</b>	<b>Annuity Investors Life Insurance Company</b>
<b>Retirement Solutions</b>	<b>Lincoln Investment Planning Inc</b>
<b>Retirement Solutions Premier</b>	<b>Lincoln Investment Planning Inc</b>

Resolved Further, That Asheboro City Schools is hereby appointed Plan Administrator of the Plan.

Signature \_\_\_\_\_  
Date \_\_\_\_\_



**457 PLAN OF ASHEBORO CITY SCHOOLS  
SALARY REDUCTION CONTRIBUTIONS  
ADOPTION AGREEMENT**

The undersigned, Asheboro City Schools  
("Employer"), by executing this Adoption Agreement, elects to become a participating Employer in the  
457 Plan of Asheboro City Schools ("Plan").  
The Plan consists of this Adoption Agreement and the accompanying basic plan document. The Employer  
makes the following elections granted under the provisions of the Plan.

**ARTICLE I  
DEFINITIONS**

**PLAN (1.21).** The name of the Plan as adopted by the Employer is 457 Plan of Asheboro City Schools.

**TYPE OF 457 PLAN (1.36).** The Type of 457 Plan is a *(Choose one of (a) or (b).):*

- (a) **Governmental Eligible 457 Plan.** Plan Section 1.36(A)]
- (b) **Tax-Exempt Organization Eligible 457 Plan.** [Plan Section 1.36(B)] *[Note: A Tax-Exempt Organization must restrict the Plan to a select group of management or highly compensated employees.]*

**EMPLOYEE (1.09).** The following are Excluded Employees and are not eligible to participate in the Plan  
*(Choose (a) or choose one or more of (b) through (f) as applicable):*

- (a) **No exclusions.**
- (b) **Part-time Employees.** The Plan defines part-time Employees as Employees who normally work less than \_\_\_\_\_ hours per week.
- (c) **Hourly-paid Employees.**
- (d) **All Employees except top-hat group.** All Employees are Excluded Employees except those Employees who the Employer determines are in a select group of management or highly compensated employees as would constitute a "top-hat" group within the meaning of Title I of ERISA.
- (e) **Leased Employees.** The Plan excludes Leased Employees.
- (f) *(Specify)* \_\_\_\_\_

*[Note: A Tax-Exempt Organization must elect (d) or in (f) must specify top-hat group Participants by name, title or otherwise.]*

**INDEPENDENT CONTRACTOR (1.15).** The Plan *(Choose one of (a), (b) or (c)):*

- (a) **Participate.** Permits Independent Contractors to participate in the Plan.
- (b) **Not participate.** Does not permit Independent Contractors to participate in the Plan.
- (c) **Specified Independent Contractors.** Permits the following specified Independent Contractors to participate: \_\_\_\_\_

**Eligible 457 Prototype Plan  
Salary Reduction Contributions Adoption Agreement**

*[Note: If the Employer elects to permit any or all Independent Contractors to participate in the Plan, the term Employee as used in the Plan includes such participating Independent Contractors.]*

**COMPENSATION (1.05).** Subject to the following elections, Compensation for purposes of allocation of Salary Reduction Contributions means W-2 wages (including Elective Contributions). Compensation for an Independent Contractor means the amounts the Employer pays to the Independent Contractor for services, except as the Employer otherwise specifies below.

**Modifications to Compensation definition.** The Employer elects to modify the Compensation definition as follows. *(Choose (a) or choose one or more of (b) through (f) as applicable):*

- (a) **No modifications.** The Plan makes no modifications to the definition.
- (b) **Fringe benefits.** The Plan excludes all reimbursements or other expense allowances, fringe benefits (cash and noncash), moving expenses, deferred compensation and welfare benefits.
- (c) **Elective Contributions.** [Plan Section 1.05(C)] The Plan excludes a Participant's Elective Contributions.
- (d) **Bonuses.** The Plan excludes bonuses.
- (e) **Overtime.** The Plan excludes overtime.
- (f) *(Specify)* \_\_\_\_\_  
\_\_\_\_\_

**PLAN YEAR (1.24).** Plan Year means the 12-consecutive month period (except for a short Plan Year) ending every *(Choose one of (a) or (b). Choose (c) as applicable):*

- (a) **December 31.**
- (b) **Other:** \_\_\_\_\_
- (c) **Short Plan Year:** commencing on: 2/1/2010 and ending on: 12/31/2010.

**EFFECTIVE DATE (1.08).** *(Choose one of (a) or (b). Choose (c) as applicable):*

- (a) **New Plan.** The Effective Date of the Plan is 1/1/2011.
- (b) **Restated Plan.** The restated Effective Date is \_\_\_\_\_.  
This Plan is a substitution and amendment of an existing 457 plan originally established effective as of \_\_\_\_\_  
\_\_\_\_\_.
- (c) **Special Effective Dates.** The following special Effective Dates apply: \_\_\_\_\_  
\_\_\_\_\_.

**Eligible 457 Prototype Plan  
Salary Reduction Contributions Adoption Agreement**

**NORMAL RETIREMENT AGE (1.19).** A Participant attains Normal Retirement Age under the Plan (Choose one of (a) or (b). Choose (c) as applicable):

(a) **Plan designation.** [Plan Section 3.05(B)] When the Participant attains age eligible for retirement from the North Carolina Retirement System.

(b) **Participant designation.** [Plan Section 3.05(B) and (B)(1)] When the Participant attains the age the Participant designates, which may not be earlier than age \_\_\_\_\_ and may not be later than age \_\_\_\_\_ (no later than 70½).

(c) **Police/firefighters.** [Plan Section 3.05(B)(3)] (Choose one of (1) or (2)):

(1) **Plan designation.** When the Participant attains age \_\_\_\_\_.

(2) **Participant designation.** When the Participant attains the age the Participant designates, which may not be earlier than age \_\_\_\_\_ (no earlier than age 40) and may not be later than age \_\_\_\_\_ (no later than 70½).

**ARTICLE II  
EMPLOYEE PARTICIPANTS**

2.01 **ELIGIBILITY.**

**Eligibility Conditions.** To become a Participant in the Plan, an Employee must satisfy the following eligibility condition(s) (Choose (a) or choose one or more of (b) through (d) as applicable):

(a) **No eligibility conditions.** The Employee is eligible to participate in the Plan as of his/her first day of employment with the Employer.

(b) **Age.** Attainment of age \_\_\_\_\_.

(c) **Service.** Service requirement (Choose one of (1) or (2)):

(1) **Year of Service.** One year of Continuous Service.

(2) **Month(s) of Service.** \_\_\_\_\_ months of Continuous Service.

(d) (Specify) \_\_\_\_\_  
\_\_\_\_\_.

**Plan Entry Date.** “Plan Entry Date” means the Effective Date and (Choose one of (e) through (h)):

(e) **Monthly.** The first day of the month coinciding with or next following the Employee’s satisfaction of the Plan’s eligibility conditions.

(f) **Annual.** The first day of the Plan Year coinciding with or next following the Employee’s satisfaction of the Plan’s eligibility conditions.

(g) **Date of hire.** The Employee’s employment commencement date with the Employer.

(h) (Specify) \_\_\_\_\_  
\_\_\_\_\_.

**ARTICLE III**  
**SALARY REDUCTION CONTRIBUTIONS**

3.01 **AMOUNT.** The amount of Salary Reduction Contributions to the Plan for a Plan Year or other specified period will equal the dollar or percentage amount by which Participants have reduced their Compensation, pursuant to Salary Reduction Agreements.

3.02 **LIMITS ON SALARY REDUCTION CONTRIBUTIONS.** A Participant's Salary Reduction Contributions are subject to the following limitation(s) in addition to those imposed by the Code (*Choose (a) or choose one or more of (b) through (d) as applicable*):

(a) **No limitations.**

(b) **Maximum deferral amount:** \_\_\_\_\_.

(c) **Minimum deferral amount:** \_\_\_\_\_.

(d) (*Specify*) \_\_\_\_\_.

*[Note: Any limitation the Employer elects in (b) through (d) will apply on a payroll basis unless the Employer otherwise specifies.]*

**Age 50 Catch-up Contributions.** [Plan Section 3.06] The Plan (*Choose one of (e) or (f)*):

(e) **Permits.** Permits Participants to make age 50 catch-up contributions.

(f) **Does not permit.** Does not permit Participants to make age 50 catch-up contributions.

*[Note: Only a Governmental Eligible 457 Plan may permit age 50 catch-up contributions.]*

**Sick, Vacation and Back Pay.** [Plan Section 3.02(A)] The Plan (*Choose one of (g) or (h)*):

(g) **Permits.** Permits Participants to make Salary Reduction Contributions from accumulated sick pay, from accumulated vacation pay or from back pay.

(h) **Does not permit.** Does not permit Participants to make Salary Reduction Contributions from accumulated sick pay, from accumulated vacation pay or from back pay.

**Automatic Enrollment.** [Plan Section 3.02(B)] The Plan (*Choose one of (i) or (j)*):

(i) **Does not apply.** Does not apply the Plan's Automatic Enrollment provisions.

(j) **Applies.** Applies the Plan's Automatic Enrollment provisions. The Employer as a Salary Reduction Contribution will withhold \_\_\_\_\_% from each Participant's Compensation unless the Participant elects a lesser percentage (including zero) under his/her Salary Reduction Agreement. The automatic election will apply to (*Choose one of (1) or (2)*):

(1) **All Participants.** All Participants who as of \_\_\_\_\_ are not making Salary Reduction Contributions at least equal to the automatic amount.

(2) **New Participants.** Each Employee whose Plan Entry Date is on or following: \_\_\_\_\_.

**ARTICLE IV  
TIME AND METHOD OF PAYMENT OF BENEFITS**

4.02 TIME/METHOD OF PAYMENT OF ACCOUNT. The Plan will distribute to a Participant who incurs a Severance from Employment his/her Vested Account as follows:

**Timing.** The Plan, in the absence of a permissible Participant election to commence payment later, will pay the Participant's Account (*Choose one of (a) through (e)*):

(a) **Specified Date.** \_\_\_\_\_ days after the Participant's Severance from Employment. [*Note: In a Tax-Exempt Organization 457 Plan, the Employer may wish to designate a specific payment date. This date will be the date upon which a Participant's Deferred Compensation is "made available" and therefore becomes taxable to the Participant, absent a proper Participant election to defer payment.*]

(b) **Immediate.** As soon as administratively practicable following the Participant's Severance from Employment.

(c) **Designated Plan Year.** As soon as administratively practicable in the \_\_\_\_\_ Plan Year beginning after the Participant's Severance from Employment.

(d) **Normal Retirement Age.** As soon as administratively practicable after the close of the Plan Year in which the Participant attains Normal Retirement Age.

(e) (*Specify*): \_\_\_\_\_  
\_\_\_\_\_.

**Method.** The Plan, in the absence of a permissible Participant election of an alternative method, will distribute the Account under one of the following method(s) of distribution (*Choose one or more of (f) through (j) as applicable*):

(f) **Lump sum.** A single payment.

(g) **Installments.** Multiple payments made as follows: \_\_\_\_\_.

(h) **Installments for required minimum distributions only.** Annual payments are necessary under Plan Section 4.03.

(i) **Annuity distribution option(s):** \_\_\_\_\_  
\_\_\_\_\_.

(j) (*Specify*) \_\_\_\_\_ at participants election \_\_\_\_\_.

**Participant Election.** [Plan Sections 4.02(A) and (B)] The Plan (*Choose one of (k), (l) or (m)*):

(k) **Permits.** Permits a Participant, with Plan Administrator approval of the election, to elect to postpone distribution beyond the time the Employer has elected in (a) through (e) and also to elect the method of distribution (including a method not described in (f) through (j) above).

(l) **Does not permit.** Does not permit a Participant to elect the timing and method of Account distribution.

(m) (*Specify*): \_\_\_\_\_.

4.03 **REQUIRED MINIMUM DISTRIBUTIONS.** The following elections apply to required minimum distributions under the Plan (*Choose one of (a) or (b) as applicable. Choose (c) and (d) as applicable*):

- (a) **Five-year rule.** If a Participant with a designated Beneficiary dies before the required beginning date, the Plan will distribute the Participant's Account by December 31 of the calendar year containing the fifth anniversary of the Participant's death.
- (b) **Participant election.** A Participant or designated Beneficiary, on an individual basis in accordance with applicable Treasury regulations, may elect whether to apply the five-year rule or the life expectancy rule to the distribution of a deceased Participant's Account.
- (c) **Effective date.** The required minimum distribution provisions of Section 4.03 apply commencing in 2003, or if later, on the Plan's Effective Date.
- (d) **Special designated Beneficiary election.** A designated Beneficiary who is receiving payments under the five-year rule on or before December 31, 2002, may elect the life expectancy rule, in accordance with applicable Treasury regulations.

*[Note: An Employer need not elect any of (a) through (d) above. These elections override certain "default" Plan provisions.]*

4.05 **DISTRIBUTIONS PRIOR TO SEVERANCE FROM EMPLOYMENT.** A Participant prior to Severance from Employment, may elect to receive a distribution of his/her Vested Account under the following distribution options (*Choose (a) or choose one or more of (b) through (f) as applicable*):

- (a) **None.** A Participant may not receive a distribution prior to Severance from Employment.
- (b) **Unforeseeable emergency.** A Participant may elect a distribution from his/her Account in accordance with Plan Section 4.05(A).
- (c) **De minimis exception.** [Plan Section 4.05(B)] If the Participant: (i) has an Account that does not exceed \$5,000; (ii) has not made or received an allocation of any Deferral Contributions under the Plan during the two-year period ending on the date of distribution; and (iii) has not received a prior Plan distribution under this de minimis exception, then (*Choose one of (1), (2) or (3)*):
  - (1) **Participant election.** The Participant may elect to receive all or any portion of his/her Account.
  - (2) **Mandatory distribution.** The Plan Administrator will distribute the Participant's entire Account.
  - (3) **Hybrid.** The Plan Administrator will distribute a Participant's Account that does not exceed \$\_\_\_\_\_ and the Participant may elect to receive all or any portion of his/her Account that exceeds \$\_\_\_\_\_ but that does not exceed \$5,000.
- (d) **Age 70½.** A Participant who attains age 70½ prior to Severance from Employment may elect distribution of any or all of his/her Account.
- (e) **Distribution of Rollover Contributions.** A Participant (*Choose one of (1) or (2)*):
  - (1) **Distribution without restrictions.** May elect distribution of his/her Rollover Contributions Account in accordance with Plan Section 4.05(C) as follows at any time.
  - (2) **No distribution.** May not elect to receive distribution of his/her Rollover Contributions Account until the Participant has a distributable event under Plan Section 4.01.

**Eligible 457 Prototype Plan  
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(3) (Specify) \_\_\_\_\_.

(f) (Specify) \_\_\_\_\_.

*[Note: An Employer in an Eligible 457 Plan need not permit any in-service distributions. In an Eligible 457 Plan, any election must comply with the distribution restrictions of Code §457(d).]*

4.06 QDRO. The QDRO provisions of Plan Section 4.06 (Choose one of (a), (b) or (c)):

(a) **Apply.**

(b) **Do not apply.**

(c) (Specify) \_\_\_\_\_.

**ARTICLE V  
PLAN ADMINISTRATOR - DUTIES WITH RESPECT TO PARTICIPANTS' ACCOUNTS**

5.07 ALLOCATION OF NET INCOME, GAIN OR LOSS. The Plan Administrator will allocate net income, gain or loss using the following method (Choose one of (a), (b) or (c)):

(a) **Account Earnings.** The Plan credits to each Account the Account's actual earnings, including Trust earnings if applicable.

(b) **Interest.** The Plan credits to each Account interest at the rate of \_\_\_\_\_% per annum compounded \_\_\_\_\_.

(c) (Specify) \_\_\_\_\_.

5.11 VESTING/SUBSTANTIAL RISK OF FORFEITURE. A Participant's Deferral Contributions are (Choose one of (a), (b), (c) or (d)): *[Note: If a Participant incurs a Severance from Employment before the specified events or conditions, the Plan will forfeit the Participant's Account.]*

(a) **100% Vested.** Immediately Vested without regard to additional Service.

(b) **Forfeiture under Vesting Schedule.** Vested according to the following vesting schedule:

Years of Service	Vested Percentage
_____	_____
_____	_____
_____	_____
_____	_____

For this purpose, a "Year of Service" means: \_\_\_\_\_.

(c) **Substantial Risk of Forfeiture.** Vested only when no longer subject to the following Substantial Risk of Forfeiture as follows (Choose (1) or (2)):

(1) The Participant must remain employed by the Employer until \_\_\_\_\_, unless earlier Severance from Employment occurs on account of death or disability, as the Plan Administrator shall establish.

(2) *(Specify)* \_\_\_\_\_  
\_\_\_\_\_

(d) *(Specify)* \_\_\_\_\_

*[If the Employer elects (a), it need not elect one of (e) through (h) below.]*

**Forfeiture Allocation.** [Plan Sections 5.11(A) and 5.14] The Plan Administrator will allocate any Plan forfeitures *(Choose one of (e), (f), (g) or (h))*:

(e) **Reversion.** As a reversion to the Employer. *[Note: Do not elect (e) in a Governmental Eligible 457 Plan.]*

(f) **Additional Contributions.** As the following contribution type *(Choose one of (1) or (2))*:

(1) **Nonelective.** As an additional Nonelective Contribution.

(2) **Matching.** As an additional Matching Contribution.

(g) **Reduce Fixed Contributions.** To reduce the following fixed contribution *(Choose one of (1) or (2))*:

(1) **Nonelective.** To reduce the Employer's fixed Nonelective Contribution.

(2) **Matching.** To reduce the Employer's fixed Matching Contribution.

(h) *(Specify)*: \_\_\_\_\_  
\_\_\_\_\_

**ARTICLE VIII  
TRUST PROVISIONS – GOVERNMENTAL ELIGIBLE 457 PLAN**

8.01 **MODIFICATION OR SUBSTITUTION OF TRUST.** The following provisions apply to Article VIII of the Plan *(Choose one of (a) or (b) as applicable)*:

(a) **Modifications.** The Employer modifies the Article VIII Trust provisions as follows: \_\_\_\_\_  
\_\_\_\_\_ The remaining Article VIII provisions apply.

(b) **Substitution.** The Employer replaces the Trust with the Trust Agreement attached to the Plan as "Appendix A."

8.04 **DISCRETIONARY/NONDISCRETIONARY TRUSTEE.** *(Choose one of (a) or (b))*:

(a) **Discretionary trustee.** [Plan Section 8.04] The Trustee is a discretionary Trustee.

(b) **Nondiscretionary trustee.** [Plan Section 8.04(A)] The Trustee is a nondiscretionary Trustee.



**Eligible 457 Prototype Plan  
Salary Reduction Contributions Adoption Agreement**

8.16 CUSTODIAL ACCOUNT/ANNUITY CONTRACT. The Employer will hold all or part of the Deferred Compensation in one or more custodial accounts or annuity contracts which satisfy the requirements of Code §457(g) (*Choose one or more of (a), (b) or (c) as applicable*).

(a) **Custodial account(s)**.

(b) **Annuity contract(s)**.

(c) (*Specify*): \_\_\_\_\_.  
*[Note: The Employer under (c) may wish to identify the custodial accounts or annuity contracts or to designate a portion of the Deferred Compensation to be held in such vehicles versus held in the Trust.]*

**PLAN EXECUTION**

The Employer hereby agrees to the provisions of the Prototype Plan, as modified by the elections the Employer has made in this Adoption Agreement, and in witness of its agreement, the Employer, by its duly authorized officer or official, has executed this Adoption Agreement, on this \_\_\_ day of \_\_\_\_\_, \_\_\_\_\_.

Name of Employer: \_\_\_\_\_

Employer's EIN: \_\_\_\_\_

Signed: \_\_\_\_\_  
[Name/Title]

The Trustee, by executing this Adoption Agreement, accepts its position as Trustee and agrees to all of the obligations, responsibilities and duties imposed upon the Trustee under the Prototype Plan and Trust Agreement. The Trustee has signified its acceptance, on this \_\_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_.

Name of Trustee: \_\_\_\_\_

Signed: \_\_\_\_\_  
[Name/Title]



# Asheboro City Schools

*...the subject is excellence*

*Office of the Superintendent*

P.O. Box 1103, Asheboro, NC 27204-1103 • 1126 S. Park St. • (336) 625-5104 • (336) 625-9238, fax

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## ASHEBORO CITY BOARD OF EDUCATION Legislative Committee

### **2010 LEGISLATIVE PLATFORM PROPOSAL**

#### **VISION STATEMENT**

Asheboro City Schools will be a system of excellence where students are honored, learning is valued, and the community is dedicated to the success of all.

#### **MISSION STATEMENT**

We are committed to providing quality learning opportunities for all students in a safe and inviting environment so that our students can become successful lifelong learners and responsible productive citizens.

#### **PURPOSE OF LEGISLATIVE COMMITTEE**

- To educate, inform, and communicate the needs of the Asheboro City Schools with key legislative leaders at the local, state, and federal levels on a regular basis;
- To develop positive relationships with key legislative leaders; and
- To stay abreast of current legislative issues and develop awareness among key legislative leaders of their potential impact on the Asheboro City Schools.

#### **GUIDING PRINCIPLES**

1. **Local Control**—We believe that a system of excellent schools is governed by a local board of education representative of the community and vested in the interests of its students and citizens.
2. **Adequate funding**—We believe that a system of excellent schools provides quality learning opportunities for all students, and the state should provide sufficient funding and resources to meet the requirement of providing all children with the opportunity for a sound, basic education.
3. **Support for public schools**—We believe that public education in North Carolina means a free education for all students; the promise of equal educational opportunities no matter race, religion, or ability; high standards; public accountability; and a benefit to society by teaching democratic principles and common values.

## PROPOSED 2010 LEGISLATIVE PRIORITIES

### Local Control

1. **Number of LEAs per county**—Maintain local control on the number of LEAs per county.
2. **Calendar flexibility**—Revise the public school calendar law to restore local flexibility. Reinststate the five teacher workdays which were eliminated in the calendar law changes of 2004 since those days are essential for professional development of school personnel.

### Adequate Funding

3. **Funding formulas**--Provide sufficient funds to guarantee that all funding formulas are fully funded.
4. **Instructional technology and technology support personnel**--Fully fund an LEA technology coordinator, school technology coordinators, and technical support staff in order to achieve 21<sup>st</sup> century learning goals.

### Support for Public Schools

5. **Employee benefits**--Protect health insurance and retirement benefits for public school employees.
6. **No Child Left Behind**--Advocate for changes in No Child Left Behind legislation.
7. **Governmental Immunity**—Retain governmental immunity; Oppose local government tort claims act.

School/Location	Date	Event	Time
PDC	Monday, January 11, 2010	8th grade parent meeting - Future Ready Graduates	7:00pm
SAMS	Thursday, January 14, 2010	Middle School Science Fair	12noon open to public; 12:30pm awards
PDC	Thursday, January 14, 2010	Board of Education Meeting	7:30pm
	Friday, January 15, 2010	End of the Six Weeks Grading Period	
SAMS	Friday, January 22, 2010	Board Appreciation Lunch	12noon to 1:30pm
	Wednesday, January 27, 2010	Report Cards go home	
AHS	January 29-30, 2010	Hosting Middle School All-District Band Clinic	All Day
CO	Monday, February 01, 2010	Superintendent's PTO Round Table	6:30pm
Pinehurst	February 5-7, 2010	BOE Winter Retreat	
PDC	Tuesday, February 16, 2010	Strategic Planning - Coffee and Conversation	7:30am
PDC	Tuesday, February 16, 2010	District Spelling Bee	7:00pm
Mison Adonai	Thursday, February 18, 2010	Strategic Planning - Coffee and Conversation	7:30am
PDC	Thursday, February 18, 2010	Board of Education Meeting	7:30pm
Chamber	Friday, February 19, 2010	Strategic Planning - Coffee and Conversation	7:30am
AHS/PAC	Sunday, February 21, 2010	AHS Children's Theatre (Wizard of Oz & Pecos Bill)	2:30pm
CWM	Monday, February 22, 2010	Strategic Planning - Coffee and Conversation	5:30pm to 7:00pm
PDC	Monday, February 22, 2010	8th grade parent meeting - Future Ready Graduates	7:00pm
Kingdom Life Comm. Church	Tuesday, February 23, 2010	Strategic Planning - Coffee and Conversation	12noon to 1:30pm
AHS/PAC	Tuesday, February 23, 2010	Middle School Band Concert (NAMS and SAMS)	7:30pm
PDC	Wednesday, February 24, 2010	Superintendent's Student Advisory Council	7:30am
SAMS	Wednesday, February 24, 2010	Strategic Planning - Coffee and Conversation	4:00pm to 5:30pm
Asheboro Public Works	Thursday, February 25, 2010	Strategic Planning - Coffee and Conversation	12noon to 1:30pm
DLL	Thursday, February 25, 2010	Strategic Planning - Coffee and Conversation	5:30pm to 7:00pm
	Thursday, March 04, 2010	End of the Six Weeks Grading Period	
AHS	March 4 and 5, 2010	All Randolph County Band	4th evening; 5th all day
AHS	March 6 - 8, 2010	NC Student Council Convention	
AHS	Monday, March 08, 2010	Curriculum Fair/8th grade parent meeting	6:30pm
PDC	Thursday, March 11, 2010	Board of Education Meeting	7:30pm

AHS/PAC	Saturday, March 13, 2010	AHS Chorus Concert - 10 Year Reunion	7:30pm
	Monday, March 15, 2010	Report Cards go home	
The Exchange	Monday, March 15, 2010	Evening of Excellence	5:30pm
AHS/PAC	Thursday, March 18, 2010	AHS Band Concert	7:30pm
PDC	Friday, March 19, 2010	Legislative Breakfast - <b>rescheduled date</b>	8:00am
PDC	Monday, March 22, 2010	Strategic Planning - Planning Team	5:30pm to 7:00pm
PDC	Monday, March 29, 2010	Strategic Planning - Planning Team	5:30pm to 7:00pm



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Office of the Superintendent

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## Asheboro City Board of Education January 14, 2010

### *Committee Assignments*

*2010*

#### Finance

Kyle Lamb, Chair  
Steve Jones  
Joyce Harrington  
Derek Robbins  
Chris Yow

#### Policy

Archie Priest, Chair  
Phillip Cheek  
Kelly Harris  
Linda Cranford

#### Legislative

Chris Yow, Chair  
Derek Robbins  
Linda Cranford

### *Board Action Groups*

*2010*

#### Asheboro

Linda Cranford  
Kyle Lamb  
Derek Robbins

#### Blue

Steve Jones  
Kelly Harris  
Jane Redding

#### Comets

Joyce Harrington  
Phillip Cheek  
Chris Yow

### School Assignments 2009-2010

AHS

SAMS

NAMS

Balfour

CWM

DLL

GBT

LP

ECDC

ALL

Steven Jones, Archie Priest, Chris Yow, Joyce Harrington, Kyle Lamb

Kelly Harris, Linda Cranford, Phillip Cheek, Derek Robbins, Jane Redding

Linda Cranford, Joyce Harrington

Chris Yow, Archie Priest

Steve Jones, Kelly Harris

Jane Redding, Phillip Cheek

Derek Robbins, Gidget Kidd

Kyle Lamb

# ASHEBORO CITY BOARD OF EDUCATION

## WINTER RETREAT 2010

### DRAFT AGENDA

***THEME: Future Ready Graduates!***

#### **Friday, February 5**

6:30pm DINNER

#### **Saturday, February 6**

7:15am BREAKFAST

8:00am Welcome and Overview

8:15-8:45am New Gifted Education Standards (Pam Johnson)

8:45-9:15am Comprehensive Review of CTE Programs; Preparing for Future Smaller Learning Communities (Nancy Moody)

9:15-9:45am Health and Wellness Initiatives (Dr. Brad Rice)

9:45-10:00am BREAK

10:00-12:00 Ethics Training (NCSBA)

12:00-1:00pm LUNCH

1:00-2:15pm Strategic Planning Mission, Vision, and Core Values; SACS Quality Assurance Review (Dr. Dot Harper and Carla Freemyer)

2:15-2:30pm BREAK

2:30-4:00pm Long Range Facilities Planning (Mike Mize, Harold Blair, Dr. Diane Frost)

4:00-6:30pm Free Time

6:30pm DINNER

**Sunday, February 7**

7:15am BREAKFAST

8:00am Welcome and Overview

8:15-9:00am New Teacher Evaluation Instrument (Dr. Tim Allgood, Jennifer Smith)

9:00-9:30am Race to the Top; New Accountability Model (Dr. Hazel Frick and Nancy Moody)

9:30-10:00am Preparing for the 21<sup>st</sup> Century Learner (Dr. Dot Harper, Nancy Moody, Jennifer Smith)

10:00-10:15am BREAK

10:15-11:30am Superintendent Evaluation Process; Board Self-Evaluation