



Retreat
08/19/2021 06:00 PM
The Academy at Smith
2225 S. Holden Rd.
Greensboro, NC 27407

Meeting Minutes

Attendees

Voting Members

Ms. Deena Hayes, Chair, District 8 (by phone)
Ms. Winston McGregor, Vice-Chair, At-Large
Ms. T. Dianne Bellamy Small, District 1 (by phone; ended phone participation at 6:17 p.m.)
Ms. Anita Sharpe, District 2
Ms. Linda Welborn, District 4
Ms. Deborah Napper, District 5 (by phone)
Ms. Khem Irby, District 6
Ms. Bettye Jenkins, District 7

Voting Members Absent

Mr. Pat Tillman, District 3

Non-Voting Members

Dr. Sharon Contreras, Superintendent
Ms. Jill Wilson, Board Attorney
Ms. Lisa Nolen, Board Clerk

Call to Order

Vice-Chairperson McGregor called the meeting to order at 6:10 p.m.

Vice-Chairperson McGregor noted that Chairperson Deena Hayes, and Board Members T. Dianne Bellamy Small and Deborah Napper were joining the meeting by phone.

Pledge of Allegiance and Moment of Silence

Vice-Chairperson McGregor called on Anita Sharpe to lead the Pledge of Allegiance and a moment of silence.

Approval of Agenda

Vice-Chairperson McGregor asked board members to review the meeting agenda and called for a motion to approve or revise it.

Motion was made by Bettye Jenkins, seconded by Khem Irby, to approve the meeting agenda as presented.

Motion made by: Ms. Bettye Jenkins

Motion seconded by: Ms. Khem Irby

Voting:

Ms. Deena Hayes - Yes
Ms. Winston McGregor - Yes
Ms. T. Dianne Bellamy Small - Yes
Ms. Anita Sharpe - Yes
Ms. Linda Welborn - Yes
Ms. Deborah Napper - Yes
Ms. Khem Irby - Yes
Ms. Bettye Jenkins - Yes

The motion passed upon unanimous roll call vote.

Consent Agenda

Vice-Chairperson McGregor called on Superintendent Contreras to present the following consent agenda items for the Board's consideration:

- A. Personnel Report
- B. Agreement with Notes for Notes, Inc. for Creating and Operating Recording Studios
- C. Adoption of Records Retention and Disposition Schedule

Motion was made by Khem Irby, seconded by Bettye Jenkins, to approve the consent agenda as presented. Item A (Personnel Report) passed upon a roll call vote of 6 to 2 as follows: Ayes -- T. Dianne Bellamy Small, Deena Hayes, Khem Irby, Bettye Jenkins, Winston McGregor, Deborah Napper; Nays -- Anita Sharpe, Linda Welborn. Item B (Agreement with Notes for Notes, Inc. for Creating and Operating Recording Studios) and Item C (Adoption of Records Retention and Disposition Schedule) passed upon unanimous roll call vote.

Closed Session

At 6:17 p.m., motion was made by Anita Sharpe, seconded by Khem Irby, to go into closed session to preserve the attorney-client privilege and to discussion confidential personnel matters protected by state law.

Motion made by: Ms. Anita Sharpe

Motion seconded by: Ms. Deborah Napper

Voting:

Ms. Deena Hayes - Yes
Ms. Winston McGregor - Yes
Ms. T. Dianne Bellamy Small - Yes
Ms. Anita Sharpe - Yes
Ms. Linda Welborn - Yes
Ms. Deborah Napper - Yes
Ms. Khem Irby - Yes
Ms. Bettye Jenkins - Yes

The motion passed upon unanimous roll call vote.

The Board returned to open session at 7:53 p.m.

Addendum to the Personnel Report

Motion was made by Bettye Jenkins, seconded by Khem Irby, to accept the Superintendent's administrative appointment for Chief of Staff.

Motion made by: Ms. Bettye Jenkins

Motion seconded by: Ms. Khem Irby

Voting:

Ms. Deena Hayes - Yes
Ms. Winston McGregor - Yes
Ms. T. Dianne Bellamy Small - Absent
Ms. Anita Sharpe - No
Ms. Linda Welborn - No
Ms. Deborah Napper - Yes
Ms. Khem Irby - Yes
Ms. Bettye Jenkins - Yes

The motion passed upon a roll call vote of 5 to 2.

Superintendent's Evaluation

Vice-Chairperson McGregor read the following Letter of Evaluation:

Dear Dr. Contreras:

Please accept this Letter of Evaluation as a summary of the evaluation of your performance as Superintendent of the Guilford County Schools [GCS] from the beginning of the COVID-19 pandemic in March 2020 through the 2020-21 school year. In light of the pandemic that limited much of the Board's activities and eliminated performance metrics anticipated and agreed to prior to the pandemic, we have agreed on this process for your evaluation and have incorporated your performance from the beginning of the pandemic in March 2020 through June 30, 2021.

In order to measure and evaluate your performance as the leader of GCS, we used the six areas of leadership for superintendents accepted in North Carolina and adjusted those areas to the circumstances of GCS resulting from the pandemic. After careful review of the materials provided, the Board finds that you have met and indeed exceeded all of your performance objectives.

The Board applauds and appreciates your innovative, dynamic and forceful leadership during this unprecedented time, and believes that you have exceeded expectations in many ways. You and your leadership team have kept GCS running at a very high capacity throughout these difficult days and months, and you have led boldly, using data and every resource you could reasonable muster to make sure the children of Guilford County were cared for, fed, educated, protected and nurtured. We are so grateful.

Motion was made by Khem Irby, seconded by Bettye Jenkins, to extend the Superintendent's contract to the maximum time permitted by law, through June 30, 2025; to reimburse the Superintendent for any expenses related to her contributions towards her retirement; to allow that an additional two days of unused vacation may be reimbursed if she chooses to do so; and to convert the accrual date for her retirement contributions in Section 3.d of her contract to July 2 of each fiscal year and amend the contribution amount to 10 percent of current salary.

Motion made by: Ms. Khem Irby

Motion seconded by: Ms. Betty Jenkins

Voting:

Ms. Deena Hayes - Yes

Ms. Winston McGregor - Yes

Ms. T. Dianne Bellamy Small - Absent

Ms. Anita Sharpe - No

Ms. Linda Welborn - No

Ms. Deborah Napper - Yes

Ms. Khem Irby - Yes

Ms. Bettye Jenkins - Yes

The motion passed upon a roll call vote of 5 to 2.

Adjournment

There being no further business, at 7:58 p.m., *motion was made by Anita Sharpe, seconded by Linda Welborn, to adjourn the meeting. The motion passed upon unanimous voice vote.*