

**NORTH CAROLINA HIGH SCHOOL ATHLETIC ASSOCIATION
BOARD OF DIRECTORS WINTER MEETING
Wednesday, December 2, 2020**

The winter meeting of the North Carolina High School Athletic Association Board of Directors was called to order by President Jerry Simmons at 8:00 a.m. via the Zoom virtual platform. Members in attendance included Jerry Simmons, Bobby Wilkins, Sandy George, Ronnie Beverly, Neil Blankenship, Chris Blanton, Mark Byrd, Brian Edkins, Michael Gainey, Stephen Gainey, Mark Garrett, Rob Jackson, Troy Lindsey, John Luciano, Fred Lynch, Cathy Quiroz Moore, Tod Morgan, Masanori Toguchi, Joy Warner.

Affiliate members included Vernon Aldridge representing the North Carolina High School Athletic Directors Association, David Brown of Piedmont Baseball Umpires Association representing Officials and Regional Supervisors, Joe Franks of the North Carolina Coaches Association, and Burt Jenkins of the North Carolina Department of Public Instruction. Wendell Hall, who represents the North Carolina School Boards Association, was absent due to State Board of Education meeting commitments.

NCHSAA staff in attendance included Commissioner Que Tucker, Karen DeHart, Mark Dreibelbis, Tra Waters, James Alverson, Brad Alford, Ken Brown, Chiquana Dancy, Pepper Hines, Tavares Toomer and Juli Kidd.

The minutes from the Spring 2020 Board meeting and special called meetings since May 2020, were submitted for approval; motion by Jackson to accept as presented, second by Gainey. Approved 19-0, with one abstention.

<p>CONSENT AGENDA NORTH CAROLINA HIGH SCHOOL ATHLETIC ASSOCIATION 2020 BOARD OF DIRECTORS SPRING MEETING (Cases handled since April 14, 2020 and before November 16, 2020)</p>

NCHSAA MEMBERSHIP

1. **APPRENTICE ACADEMY HIGH SCHOOL OF NORTH CAROLINA:** Accepted NCHSAA membership application from Apprentice Academy High School of North Carolina, effective 2021-22 school year.
2. **SEAFORTH HIGH SCHOOL:** Accepted NCHSAA membership application from Seaforth High School, effective 2021-22 school year.
3. **NORTH EAST CAROLINA PREPARATORY SCHOOL:** Accepted NCHSAA membership application from North East Carolina Preparatory School, effective 2021-22 school year.
4. **WILLOW SPRING HIGH SCHOOL:** Accepted NCHSAA membership application from Willow Spring High School, effective 2021-22 school year.
5. **BETHANY COMMUNITY SCHOOL:** Reinstated Bethany Community School's accepted NCHSAA membership application from the Spring 2019 Board Meeting. (Note: In May 2019, the Principal requested to delay membership to coincide with the start of the next alignment period.)

CONFERENCE MEMBERSHIP

1. **SOUTHERN WAKE ACADEMY:** Accepted Central Tar Heel Conference approval of Southern Wake Academy's membership, effective 2020-21 school year.

HARDSHIPS

1. **LEJEUNE:** Approved waiver of Eight Semester Rule for Sarah Kristensen.
2. **MILLBROOK:** Approved waiver of Eight Semester Rule for Bryce J. Steele.
3. **SUN VALLEY:** Denied waiver of Transfer Policy for Issac Matos-Sprouse. The student followed a coach. Sun Valley appealed the staff decision, and the Hardship Committee, voted to overturned the decision.
4. **GATES COUNTY:** Denied waiver of Residence Requirements for Christopher Blake Bunch. The student started the semester with his father, who resides in Virginia. Gates County appealed the staff decision, which the Hardship Committee upheld.
5. **PAMLICO COUNTY:** Approved waiver of Attendance and Graduation Requirements for Phillip Pipkin.

TRANSFERS

1. **TRANSFER REQUEST:** 172
 - i. NCHSAA Authorized: 169
 - ii. NCHSAA Not Authorized: 3

1. Transfer Committee Appeals: 2
 - a. Transfer Committee Authorized: 2

The Board heard the consent agenda report from Brad Alford. There were no requests for further discussion on any items. Motion to approve by Blankenship, second by Edkins. Approved 19-0.

Commissioner's Report: Commissioner Tucker addressed the Board, expressing regret that aging the meeting was not able to be carried out in-person. She thanked them for the tremendous sacrifices that they have made for the NCHSAA and the students across this state to avail themselves for additional meetings and work above and beyond their regular duties in their positions across the state. She reflected that it has been a tremendously difficult fall, especially as other states around North Carolina have been playing high school athletics, while the NCHSAA has not been able to hold athletic seasons.

Auditor's Report: Blackman and Sloop provided the report on the most recent NCHSAA audit. Rob Lewis and Andrea Eason detailed the firm's findings to the Board. Lewis shared required communications about the audit process and the sampling methods they use to test and review processes. The firm issued an unmodified opinion on the Association's financial processes. They found no disagreements with management. Noted a positive return for the fiscal year on investments, despite the pandemic. Highlighted significant changes in revenues and expenses, explained by loss of championship events and revenues due to pandemic.

The Board had no further questions for the Auditors. Blankenship made a motion to approve the Auditor's Report as presented, seconded by George. Approved 17-0. (Stephen Gainey was called away and did not vote.)

Investment Report: Jessica Standifer and Geoff Hudson presented on behalf of the firm Morgan Stanley providing an update on the Association's investments managed by Morgan Stanley. Hudson noted that this has been one of the most challenging years, calling this a "year of extremes", while highlighting that even prior to the pandemic, the Association had moved to take less risk with the investment portfolio due to a feeling that the market was in an overvalued state. Highlighted the 30% correction when the market shut down due to COVID-19. The defensive positioning of the Association's portfolio allowed a chance to be opportunistic during the downturn, which proved true with a "v-shaped" recovery of the market. Noted that the portfolio has been managed in such a way to allow the assets to grow in even a difficult economic downturn. Several Board members thanked the firm and Staff for their hard work to maintain a conservative and forward-thinking portfolio, looking over the long-term and providing opportunities to help member schools for the long-haul.

Simmons prepared the Board for their committee work sessions and, at 9:00 a.m., members were dispersed into their "Zoom" break-out rooms for each committee.

LUNCH BREAK FOLLOWED COMMITTEE WORK SESSIONS.

TOPICAL DISCUSSION: Commissioner Tucker updated the Board of Directors on volleyball teams in quarantine. Noted that there have been no indications that any volleyball players have passed the virus to their teammates at the time, though several teams have been in quarantine. She introduced discussion about Basketball Season, both skill development and the start of the season. Noted that with her contacts across the nation and in our state, there are no other states requiring athletes to wear masks while participating in skill development and contests. Noted that NCHSAA contact at DHHS essentially said the only way to comply with the governor's order and play basketball would be if all wore a mask during participation. There were concerns about students and officials having to wear a mask during basketball contests. Moore noted that she had talked with Dr. Cohen at DHHS about wearing masks during athletics and Cohen noted that, "Wearing a mask during athletics is the expectation." Also noted that they had already issued guidance that did not recommend participating in basketball at this time.

Board noted that Coaches want to play, kids want to play. Many feel that if they need to wear a mask to play that is what they will do. Discussion of a timeout at the mid-point of the quarter to help with the difficulty of wearing a mask. Board discussed issues of spread relative to holidays and family gatherings. Discussed moving the season back and increasing the number of games a week for a few weeks to catch up. Officiating concerns and the number of available officials would make it difficult for regional supervisors to keep up with demand if more games were allowed per week. Officiating numbers are already down due to pandemic. Morgan mentioned some equity or competitive advantage issues with one team being able to get a mask exemption because of doctors who are more willing than others to write the exception.

Simmons summarized saying the Board could move the season to later, decrease the number of games, add a media timeout in each quarter, and provide some language to require some consistency across the state in regard to the medical waiver process for mask mandate. Commissioner Tucker asked whether or not the Board should consider not allowing medical waivers for masks in the DHHS “red designated” level.

Motion by Jackson to direct staff to revise the basketball rules, at the staff’s discretion regarding exact language, to include a full official’s timeout in the middle of each quarter, seconded by Stephen Gainey. Approved 19-0. The understanding is that basketball would be played while wearing a mask, as directed by the Governor and DHHS.

Motion by Michael Gainey to delay the start of basketball beyond December 7, 2020, seconded by Luciano. Morgan asked clarifying question about where basketball should be moved. Stephen Gainey cautioned that moving basketball would require a decision on football and other “red category sports.” Lindsey asked what would be worse, delaying it now or taking a chance now and having to back off in January or later. Beverly expressed he would rather try and start and have the season ended early because of the stress and mental health issues our student athletes are dealing with. Blankenship expressed his frustration with watching other states around the country play and how restrictive NC was and we as a state are no better off while our student’s pay the price. Blankenship felt that the Board needed to give the game and our students a chance. Luciano expressed his concerns due to no students in the building currently in Dare County and then being able to play athletics in the same buildings in which they cannot learn during the day. Garrett discussed the positive cases in McDowell and the only spikes in the student population have been after Halloween. Garrett continued that their concerns in McDowell are related to keeping students in a controlled, school-supervised environment instead of the unregulated activities like sleep overs, etc. George noted that she has confidence in this plan and kids need sports. Motion failed 16-3.

Motion by Byrd to ask staff to review and update the language on the mask exemption form with the Sports Medicine Advisory Committee, seconded by Blanton. Stephen Gainey highlighted reasons why he believes that decisions on exemptions should rest at the local school level. Blanton noted that his feelings on this motion would have been different a week ago, stating that they received a lot of concern from parents and students thanks to playing a team with a number of medical mask exemptions. Garrett asked the question about whether the Board should even entertain a motion that would allow waivers for mask requirements in “red sports” as classified by DHHS. Approved by consensus.

Board heard reports from morning work sessions:

FINANCE/PERSONNEL: chairperson Bobby Wilkins, Jerry Simmons, Brian Edkins, Cathy Moore, Masanori Toguchi and Wendell Hall (absent). Staff advisors Que Tucker, Karen DeHart and Tavares Toomer.

POLICY: chairperson John Luciano, Michael Gainey, Mark Byrd, Fred Lynch, Joy Warner, and Burt Jenkins. Staff advisor Brad Alford.

REVIEW/OFFICIATING: chairperson Rob Jackson, Sandy George, Chris Blanton, Mark Garrett, Troy Lindsey, and David Brown. Staff advisor Mark Dreibelbis.

SPORTS: chairperson Neil Blankenship, Ronnie Beverly, Tod Morgan, Stephen Gainey, Vernon Aldridge and Joe Franks. Staff advisors Tra Waters and Chiquana Dancy.

First day of the Winter Meeting adjourned at 4:00PM.

**NORTH CAROLINA HIGH SCHOOL ATHLETIC ASSOCIATION
BOARD OF DIRECTORS WINTER MEETING
Thursday, December 3, 2020**

Day two of the winter meeting of the North Carolina High School Athletic Association Board of Directors was called to order by President Jerry Simmons at 8:30 a.m. via the Zoom virtual platform. Members in attendance included Jerry Simmons, Bobby Wilkins, Sandy George, Ronnie Beverly, Neil Blankenship, Chris Blanton, Mark Byrd, Brian Edkins, Michael Gainey, Stephen Gainey, Mark Garrett, Rob Jackson, Troy Lindsey, John Luciano, Fred Lynch, Cathy Quiroz Moore, Tod Morgan, Masanori Toguchi, Joy Warner.

Affiliate members included Vernon Aldridge representing the North Carolina High School Athletic Directors Association, David Brown of Piedmont Baseball Umpires Association representing Officials and Regional Supervisors, Joe Franks of the North Carolina Coaches Association, and Burt Jenkins of the North Carolina Department of Public Instruction. Wendell Hall who represents the North Carolina School Boards Association was absent due to State School Board of Education meeting commitments.

NCHSAA staff in attendance included Commissioner Que Tucker, Karen DeHart, Mark Dreibelbis, Tra Waters, James Alverson, Brad Alford, Ken Brown, Chiquana Dancy, Pepper Hines, Tavares Toomer and Juli Kidd.

STUDENT ATHLETE ADVISORY COMMITTEE (SAAC) REPORT: E.J. McArthur from Jack Britt presented on behalf of the group. He highlighted community service projects completed by him and his fellow committee members. Noted that SAAC had to cancel the student Leadership Conference in the spring of 2020, but SAAC hopes to be able to offer the Conference in-person this school year. The Committee is making preparations to hold this Conference virtually, if necessary. Spoke about questions numerous student-athletes have asked about the current pandemic, including why other states are able to play while NCHSAA student-athletes are still sidelined. Highlighted the "In the Huddle" webinars the Committee has hosted to reach out to student-athletes across the state and keep them engaged.

NC ATHLETIC DIRECTORS ASSOCIATION: Vernon Aldridge presented on behalf of the group. Highlighted the numerous webinars the group conducted to develop leadership characteristics and help athletic directors prepare to relaunch athletics during the pandemic. Noted the NFHS NIAAA Conference will be held virtually this year, including the reduced cost to attend the virtual conference. Highlighted the March dates for the NCADA Conference in Wilmington, while highlighting their plans to move the conference virtually, if necessary.

NC COACHES ASSOCIATION: Joe Franks addressed the Board on behalf of the coaches association. Emphasized the outstanding working relationship between the NCCA, NCADA and the NCHSAA. Noted that Board Member Neil Blankenship is serving the NCCA as their Vice-President this year. Highlighted that their clinic attendance was only down about 1000 persons, despite the virtual nature of the conference. Discussed conversations the Association was having about in-person versus virtual clinic for 2021.

REGIONAL SUPERVISORS/OFFICIALS REPORT: David Brown, supervisor of officials for the Piedmont Basketball Officials' Association, addressed the board on behalf of the regional supervisors and officials. He thanked President Simmons for his leadership during the past year. Highlighted the difficulty in finding regional supervisors that will invest the time and resources necessary to grow the skill and numbers of officials in their regions. Displayed his new website highlighting the training, the testing, and growth opportunities that he is able to provide to his officials because of the leadership of the State Association and the "generational wealth" being created by investing in outstanding supervisors of officials. Hoped to help the Board understand the work that Regional Supervisors are doing behind the scenes to train and prepare officials for the season before they even assign the first game.

NC STATE BOARD OF EDUCATION: Wendell Hall was not able to attend due to State Board of Education meeting commitments.

NC DEPARTMENT OF PUBLIC INSTRUCTION: Burt Jenkins presented on behalf of the Department. He thanked the Board members for what they are doing for the students of NC. Highlighted changes to the middle school manual, and noted the resources available through DPI for coaches and middle school administrators. He stressed Gfeller-Waller requirements and that there were only three high schools not in compliance during 2019-2020 school year, Missing signatures was often the culprit. Is asking local boards and administrators to mirror what the NCHSAA is doing, though they, at the local level, control the seasons and offerings of middle school athletics.

TOPICAL DISCUSSION: Commissioner Tucker provided the Board an update on the current status of Realignment. She highlighted the Board's previous approval of the process for determining a school's Final Realignment Score,

comprised of ADM, ISP and State Cup data points. Noted that the Staff had posted data and allowed schools to make adjustments due to changes in Board of Education policy, etc. Highlighted anomalies in the ISP data, particularly in the east during the year Hurricane Florence struck the state. Requested that the Board consider the staff and Realignment Committee proposal to use only the two smallest ISP yearly data points for each school, removing the highest year of the three-year data set from consideration. Shared Chairperson Rodney Shotwell's thought that we should eliminate outlier data to ease the transition to this new system for member schools.

Motion by Stephen Gainey to accept the staff and Realignment Committee proposal to remove the highest ISP data point from the three-year ISP data set for each school, seconded by Jackson. **Approved 19-0.**

Commissioner Tucker provided the Board with the timeline for the release of Classification data and the next steps in the Realignment process.

FINANCE/PERSONNEL: chairperson Bobby Wilkins, Jerry Simmons, Brian Edkins, Cathy Moore, Masanori Toguchi and Wendell Hall (absent). Staff advisors Que Tucker, Karen DeHart and Tavares Toomer.

1. Motion by Wilkins to approve the 2020-2021 Budget Drafts, seconded by Toguchi.
 - a. There are four proposed budgets and recommend approval all of those budgets ultimately to use the budget that ends up fitting the circumstances relative to spectator attendance and restrictions at championship events due to the pandemic and state government/DHHS regulations in place throughout the year.

Approved 19-0.

2. Motion by Wilkins to approve entering into a partnership with Teale Properties Group (TPG) as the exclusive sales generator and manager of all new partnership business, seconded by Lindsey. Approved 19-0.
3. Motion by Wilkins to approve recommendation out of committee to approve distribution of \$4,000,000 in General Endowment earnings/Board Designated/Undesignated funds for a special, one-time subsidy to qualifying member high schools, seconded by George.
 - a. This subsidy would be utilized to offset a portion of the essential athletic program operating costs/expenses otherwise covered by gate receipts, concession sales, etc., incurred during the 2020-2021 athletic year. Sports Committee requests President Simmons create an ad hoc committee to work with staff on a method/formula to determine how funds are distributed.

Approved 19-0.

Committee Members appointed by President Simmons: Bobby Wilkins, Cathy Moore, Rob Jackson, Masanori Toguchi, Neil Blakenship

4. Review and discussion of investment summaries by account/fund and comments received from money management companies.
5. Review and discussion of 2019-2020 sport-by-sport financial comparisons. Noted that football and basketball spectator tickets and revenue were positive last year, keeping the NCHSAA net nearly the same as it was a year ago despite missing spring and basketball championships.
6. Review and discussion of funds distributed to member schools. Nearly \$13 million given back to schools over the last 10 years. Gave back \$1.2 million last year to members.
7. Review and discussion of NCHSAA publications including the discontinuation of the NCHSAA Directory. Discussed options for NCHSAA Handbook production and online access.
8. Review and discussion of personnel updates.
 - a. Gary Cavanaugh resigned effective June 30, 2020 after 14 years on staff.
 - b. Tavares Toomer hired effective August 31, 2020 as Director of Finance & Business.
 - c. Justice Parker, a part-time receptionist, resigned effective August 18, 2020 to take a position in a field aligned with her college major.
 - d. Malika Butler remains a part-time receptionist with hours increased to 29 hours per week.

POLICY: chairperson John Luciano, Michael Gainey, Mark Byrd, Fred Lynch, Joy Warner, and Burt Jenkins. Staff advisor Brad Alford.

1. Motion by Luciano to approve virtual monitoring as an alternative to face-to-face monitoring for the Concussion Return to Play Protocol, seconded by Toguchi. **Approved 19-0**
2. Motion by Luciano to approve the preparticipation physical evaluation monography, fifth edition, seconded by Edkins.
 - a. Developed by the American Academy of Family Physicians, American Academy of Pediatrics, American College of Sports Medicine, American Medical Society for Sports Medicine, American Orthopedic Society for Sports Medicine and the American Osteopathic Academy of Sports Medicine and endorsed by the National Athletic Trainers' Association and the NFHS.

Approved 19-0. Effective for use starting in 2021-2022

3. Review and discussion of the current Transfer Policy relative to what constitutes “athletic purposes” during a transfer request or approval. Clarified that this is more of a request to how staff seeks information about athletic purposes, etc. Committee recommends staff ask for concrete evidence of “athletic purposes” when indicating that as a reason for the transfer request
4. Review and discussion of State Board Policy relative to the second semester eligibility. No recommendation from the committee in submitting a motion, etc.
5. Review and discussion of policies and procedure relative to required law enforcement at a contest (NCHSAA Handbook 2.5.3 (a)). Committee recommended to leave it up to the LEA to determine any changes relative to the number of officers at an event while sticking with the NCHSAA rule as a standard.
6. Review and discussion of the implementation of checklist approval of lighting standards for 2021-2022.

REVIEW/OFFICIATING: chairperson Rob Jackson, Sandy George, Chris Blanton, Mark Garrett, Troy Lindsey, and David Brown. Staff advisor Mark Dreibelbis.

1. Motion by Jackson to approve the Incident and Penalty Report, seconded by Garrett. **Approved 19-0.**
2. Review and discussion of the ejection report, which there are none to date.
3. Motion by Jackson to approve the establishment of a new local official’s association in Asheville for Women’s Lacrosse, seconded by Wilkins. **Approved 19-0.**
4. Motion by Jackson to approve a new regional supervisor, seconded by Stephen Gainey.
 - a. John Getty for Eastern Wrestling
Approved 19-0.
5. Review and discussion of an update for on-site and webinar Coaches State Rules Clinics. All State Rules Clinics will be completed online in 2020-2021 due to COVID-19.
6. Review and discussion of the NCHSAA requiring all officials in Wrestling, Football, Soccer, Swimming, Basketball and Lacrosse to wear a manufacturer’s approved whistle shield. All other face covering recommendations pre-and post-event will be required.
7. Review and discussion of the use of Dragon Fly versus the Arbiter assigning system. Will consider moving from Arbiter assigning system to Dragon Fly platform in 2021-2022.
8. Review and discussion of updates relative to the Student Services Program.
 - a. Virtual “Inside the Huddle” webinars
 - b. Student Leadership Conference in the spring – Hope to be in-person but are making plans for virtual format if necessary.
 - c. SASI programs – Hopeful to have in person in 2021. Had to cancel last summer due to COVID-19.
 - d. Student Leadership Workshops – Conducting virtual trainings upon request of member schools.

SPORTS: chairperson Neil Blankenship, Ronnie Beverly, Tod Morgan, Stephen Gainey, Vernon Aldridge and Joe Franks. Staff advisors Tra Waters and Chiquana Dancy.

1. Motion by Blankenship to approve the elimination of subdivision in the football playoffs, returning to the 1A, 2A, 3A, and 4A classifications in the football playoffs, seconded by Morgan..
 - a. Effective 2021-2022 season.
Approved 19-0
2. Motion by Blankenship to reduce the maximum number of regular season contests from 11 (including endowment game) to 10 (including endowment game); additionally, the first contest may occur no earlier than 2 days prior to the last Friday in August, seconded by Stephen Gainey. **Approved 19-0.**
3. Motion by Blankenship to approve the recommendation of the playoff bracketing ad-hoc committee for use during the 2020-2021 team sports playoffs, seconded by Stephen Gainey.
 - a. Effective December 3, 2020 for the 2020-2021 athletic year.
Approved 18-1
4. Motion by Blankenship to approve the staff proposal regarding the number of student-athlete participants for the men’s and women’s golf state championships in 2020-2021, seconded by Morgan.
 - a. 48 Boys Qualifiers
 - b. 45 Girls Qualifiers
Approved 19-0.
5. A proposal from Southwestern Athletic Conference to allow the use of emergency or “lack of depth” players for other sports, as done in football, for the 2020-2021 school year did not emerge from committee.
6. A proposal from the Southwestern Athletic Conference to allow an adjustment to the modified sports manual to reflect the current NCHSAA Handbook limitations did not emerge from committee.

7. Motion by Blankenship to approve an adjustment to the football acclimatization period for the 2020-2021 season for football student-athletes that have actively participated in a sport season during the 2020-2021 school year, seconded by George.
 - a. Participants in volleyball, cross-country, swimming & diving, basketball, men's soccer, or lacrosse must meet the following acclimatization requirements:
 - i. Practice Day 1 – Helmets Only
 - ii. Practice Day 2 – Shoulder pads may be added
 - iii. Practice Day 3 – Football pants may be added
 - iv. Practice Day 4 – Live action contact may occur
 - b. Any athlete that has not actively participated in a sport season during the 2020-2021 school year must still abide by the requirements as outlined in 4.5.3.c of the NCHSAA Handbook.
 - c. Effective December 3, 2020.

Approved 19-0.

8. Motion by Blankenship to approve a SMAC recommendation of a 24-hour rest period for athletes participating in both Men's lacrosse and football contests, seconded by Lynch..
 - a. This would not affect participation in back-to-back lacrosse contests or back-to-back participation in football while utilizing the 8-quarter rule.
 - b. Toguchi asked a point of clarification--24-hour period would start at the conclusion of the first game in question.
 - c. Effective December 3, 2020.

Approved 17-2

9. Review and discussion of options based on final realignment approval in March 2021.
10. Review and discussion of modified sports manual in Swimming & Diving, Soccer, Men's Lacrosse and Women's Lacrosse.

Motion by Toguchi to approve an amendment to the Modified Sports Manual for 2020-2021 Diving events, allowing for a maximum of 30 boys and 30 girls, regardless of the number of schools involved, due to the lack of diving facilities available for competition, seconded by Moore. **Approved 19-0.**

Motion by Luciano to approve Modified Sports Manual for 2020-2021 additions for Men's and Women's Lacrosse, Soccer, and Swimming & Diving as presented by staff, seconded by Lindsey. **Approved 19-0.**

COMMISSIONER'S FINAL REPORT: Commissioner thanked the staff for the hard work that has been done during the difficulties of COVID-19. Highlighted the creativity and innovation the staff has shown to conduct the work of the Association. Thanked Sandy George for her service to the Association and Board of Directors as she announced her retirement from Mount Airy City Schools. Thanked all members of the Board, particularly President Simmons, for the long hours and extra work that has been placed on them during the pandemic. Thanked them for leading by being willing to make tough decisions. Highlighted the way the Board has led, not with power, but with compassion towards the young people of our state.

HEARD FINAL COMMENTS FROM RETIRING BOARD MEMBER SANDY GEORGE

PRESIDENT'S REPORT: President Simmons commented on the steady leadership and disposition of the Commissioner and the Staff. He commented on the kindness, compassion and honesty that Sandy George has shown in her years of service to the Board and Association. Noted the tremendous amount of information that the Board is able to cover in a brief amount of time thanks to the homework done by the Board and Staff in preparation for these meetings. Simmons spoke to the challenges this year, and how he viewed it as an honor to lead in a time such as this with tremendous people like are on the Board at this time. Asked the Board members to find time to rest and connect with family while recharging their batteries to attend to the tasks at hand in education.

President Simmons Adjourned the 2020 Winter Board Meeting at Noon.

Media Briefing was scheduled for 3:00PM