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## Snow removal on sidewalks

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**email: "disley@rock.k12.nc.us Isley, Doug" Friday, December 14, 2018 at 3:16:31 PM Eastern Standard Time**  
To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "skparks@rock.k12.nc.us Sonja Parks" , email: "bhuss@rock.k12.nc.us Brent Huss"

Good afternoon,

I have received several calls from parents concerning snow still on sidewalks. If I'm not mistaken this photograph is from Wentworth School. I was told that the janitors were supposed to be responsible for cleaning the sidewalks off. Just curious as to where the two new snow blowers are being used.

Thank you,

Doug

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**email: "skparks@rock.k12.nc.us Parks, Sonja" Friday, December 14, 2018 at 4:55:42 PM Eastern Standard Time**

To: email: "disley@rock.k12.nc.us Isley, Doug" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "rshotwell@rock.k12.nc.us Rodney Shotwell"

Hi Doug,

Thank you for your email. For decades, school custodians have been responsible for clearing sidewalks and entrances. Salt was delivered to schools on December 6-7 and I requested custodians to spread the salt before the snow storm.

I requested principals to ask all custodial staff to report to their schools on December 11 to clear sidewalks and entrances. Custodians had 2 1/2 days to complete this task before students arrived today.

Snow blowers were used to supplement the cleaning of long side walks to bus lots (ex. Rockingham Middle School). Once snow starts to melt you can not use a blower. It will not blow slush or ice.

I am attaching pictures of the Wentworth sidewalks.

I will pull together the weather team to debrief this storm and discuss how we can continue to improve.

Thank you,

Sonja

On Fri, Dec 14, 2018 at 3:16 PM Isley, Doug <[disley@rock.k12.nc.us](mailto:disley@rock.k12.nc.us)> wrote:

Good afternoon,

I have received several calls from parents concerning snow still on sidewalks. If I'm not mistaken this photograph is from Wentworth School. I was told that the janitors were supposed to be responsible for cleaning the sidewalks off. Just curious as to where the two new snow blowers are being used.

Thank you,

Doug

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Sonja Parks, Ed.D.  
Assistant Superintendent  
Rockingham County Schools  
511 Harrington Highway  
Eden, NC 27288  
(336) 627-2681 work phone  
(336) 239-2550 cell phone  
(336) 627-2783 fax  
Twitter: @parkss12

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**email: "disley@rock.k12.nc.us Isley, Doug" Friday, December 14, 2018 at 5:07:03 PM Eastern Standard Time**  
To: email: "skparks@rock.k12.nc.us Sonja Parks"

I received several messages and a few photos. The photo that I sent earlier that I thought was Wentworth based on information sent to me was actually Leakesville Spray at around 2:30 to 3 this afternoon. Wentworth looks great.

Thank you,

Doug

On Fri, Dec 14, 2018, 4:55 PM Parks, Sonja <[skparks@rock.k12.nc.us](mailto:skparks@rock.k12.nc.us)> wrote:

Hi Doug,

Thank you for your email. For decades, school custodians have been responsible for clearing sidewalks and entrances. Salt was delivered to schools on December 6-7 and I requested custodians to spread the salt before the snow storm.

I requested principals to ask all custodial staff to report to their schools on December 11 to clear sidewalks and entrances. Custodians had 2 1/2 days to complete this task before students arrived today.

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I will pull together the weather team to debrief this storm and discuss how we can continue to improve.

Thank you,

Sonja

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Thank you,

Doug

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--

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Assistant Superintendent  
Rockingham County Schools  
511 Harrington Highway  
Eden, NC 27288  
(336) 627-2681 work phone  
(336) 239-2550 cell phone  
(336) 627-2783 fax  
Twitter: @parkss12

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**email: "rshotwell@rock.k12.nc.us Rodney Shotwell" Friday, December 14, 2018 at 5:44:26 PM Eastern Standard Time**

To: email: "disley@rock.k12.nc.us Isley, Doug" , email: "skparks@rock.k12.nc.us Sonja Parks" , email: "bhuss@rock.k12.nc.us Brent Huss"

Afternoon,

Yes the custodians were asked to come in on Tuesday and to work on the sidewalks. Wentworth's did not come until late Weds afternoon. It was an issue with a couple of other schools, but all eventually came in to remove snow. Maintenance used the two snow blowers (not new) to carve out a path to the schools when they were pushing snow this week at our 22 schools and support sites. They cleared the teacher lots first and then went back and cleared bus and student lots afterwards. We wanted their lots cleared enough for teachers to report to work on the optional teacher workdays. It is an expectation that custodians come in and shovel enough of the sidewalks to allow students and teachers to enter and exit the building.

Thank you for your email and sharing the concern with us. We will address this again with our principals, as we know there will be more snow coming.

RS

cid:image001.jpg@01D292A5.186C3710

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---

**From:** "Isley, Doug" <[disley@rock.k12.nc.us](mailto:disley@rock.k12.nc.us)>**Date:** Friday, December 14, 2018 at 3:16 PM**To:** Rodney Shotwell <[rshotwell@rock.k12.nc.us](mailto:rshotwell@rock.k12.nc.us)>, Sonja Parks <[skparks@rock.k12.nc.us](mailto:skparks@rock.k12.nc.us)>, Brent Huss <[bhuss@rock.k12.nc.us](mailto:bhuss@rock.k12.nc.us)>**Subject:** Snow removal on sidewalks

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## Fwd: request for more information

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email: "disley@rock.k12.nc.us Isley, Doug" Monday, December 17, 2018 at 2:10:11 PM Eastern Standard Time  
To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell"

Good afternoon.

I hope the school day is running smoothly. I had sent you this email on December 5th in regards to getting two questions answered and I have not received a response. Can you please respond.

Thank you,

Doug

----- Forwarded message -----

From: **Isley, Doug** <[disley@rock.k12.nc.us](mailto:disley@rock.k12.nc.us)>  
Date: Wed, Dec 5, 2018, 6:21 AM  
Subject: Re: Post has been updated  
To: Rodney Shotwell <[rshotwell@rock.k12.nc.us](mailto:rshotwell@rock.k12.nc.us)>

I appreciate the statement of your willingness to work together on better communicating about projects, purchases, etc. With this said... Can you please explain to me why the School attorney, Ms. Wilson has denied me access to PUBLIC information? The information that I requested is clearly outlined as being public information according to North Carolina General Statutes.

Next question is regarding all of the computers/Chromebooks that were affected by the malware attack. Where are they? What is being done with them?  
See attached photo.

Thank you,  
Have a good day.

Doug

On Tue, Dec 4, 2018, 3:58 PM Shotwell, Rodney <[rshotwell@rock.k12.nc.us](mailto:rshotwell@rock.k12.nc.us)> wrote:  
Good evening Doug,

There has been a post that has come to my attention that needs clarification regarding the new Fire Academy/ JROTC/Wrestling Building at RCHS.

In the Fall of 2016 the mobile buildings became a concern housing the Fire Academy training and JROTC storage. The county building inspector closed these buildings due to safety concerns. In February 2017, we met with the RCHS wrestling team to discuss their future needs since they have never had a true "home". In April 2017, at the County



Commissioners meeting the Board voted to cancel all leases with groups using the Old Wentworth school due to the building being deemed unsafe. \*The original plan was to move the wrestling team to the Athletic room where the coaches' offices are located (classrooms). Then the team was given a classroom in the main building. This plan ultimately was found to be unsafe.

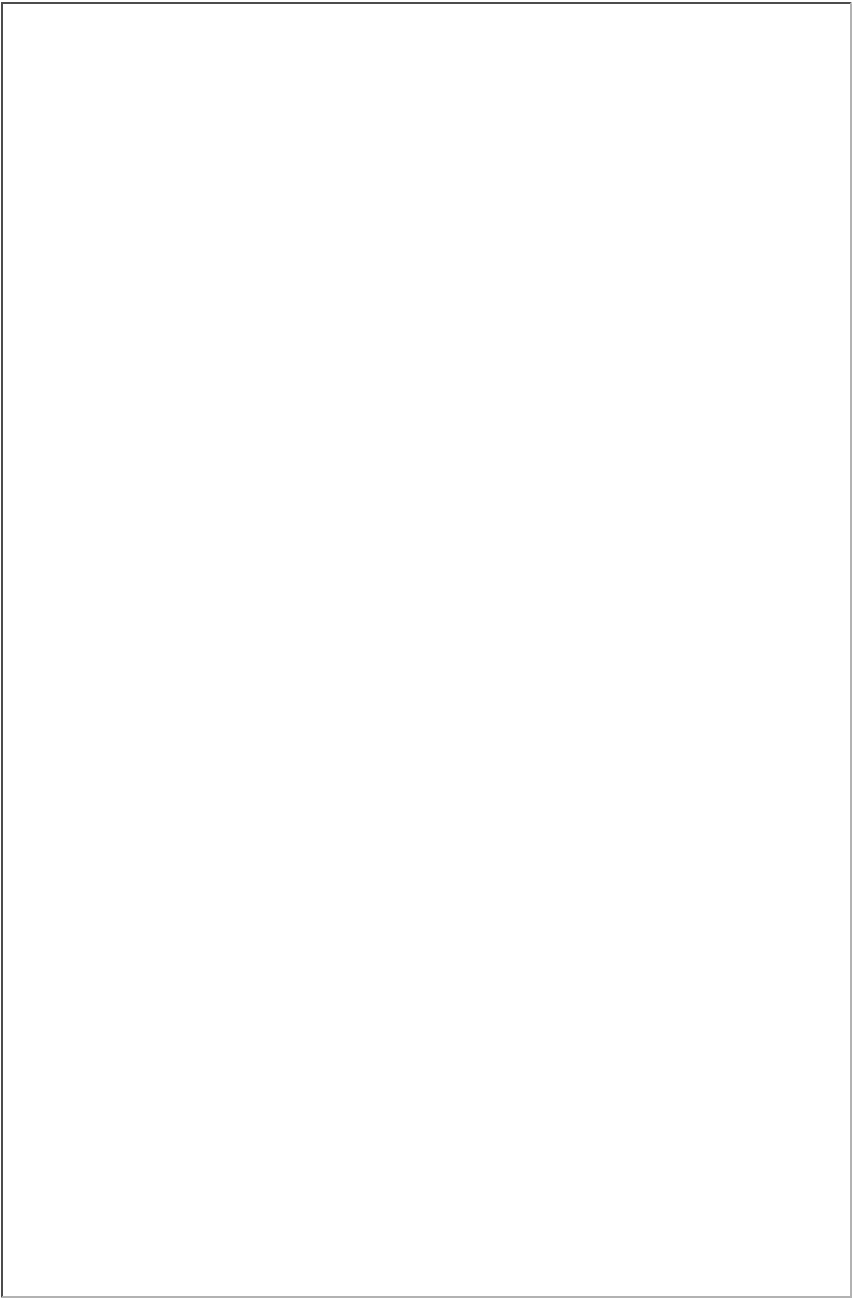
In an initial report given on May 2017, \$72,615 was given as ONLY a number regarding a building and foundation and clearly stated the quote did not include plumbing, electrical, HVAC, interior and partitions. It discusses this in further detail at the May 8 meeting [at 2:12](#).

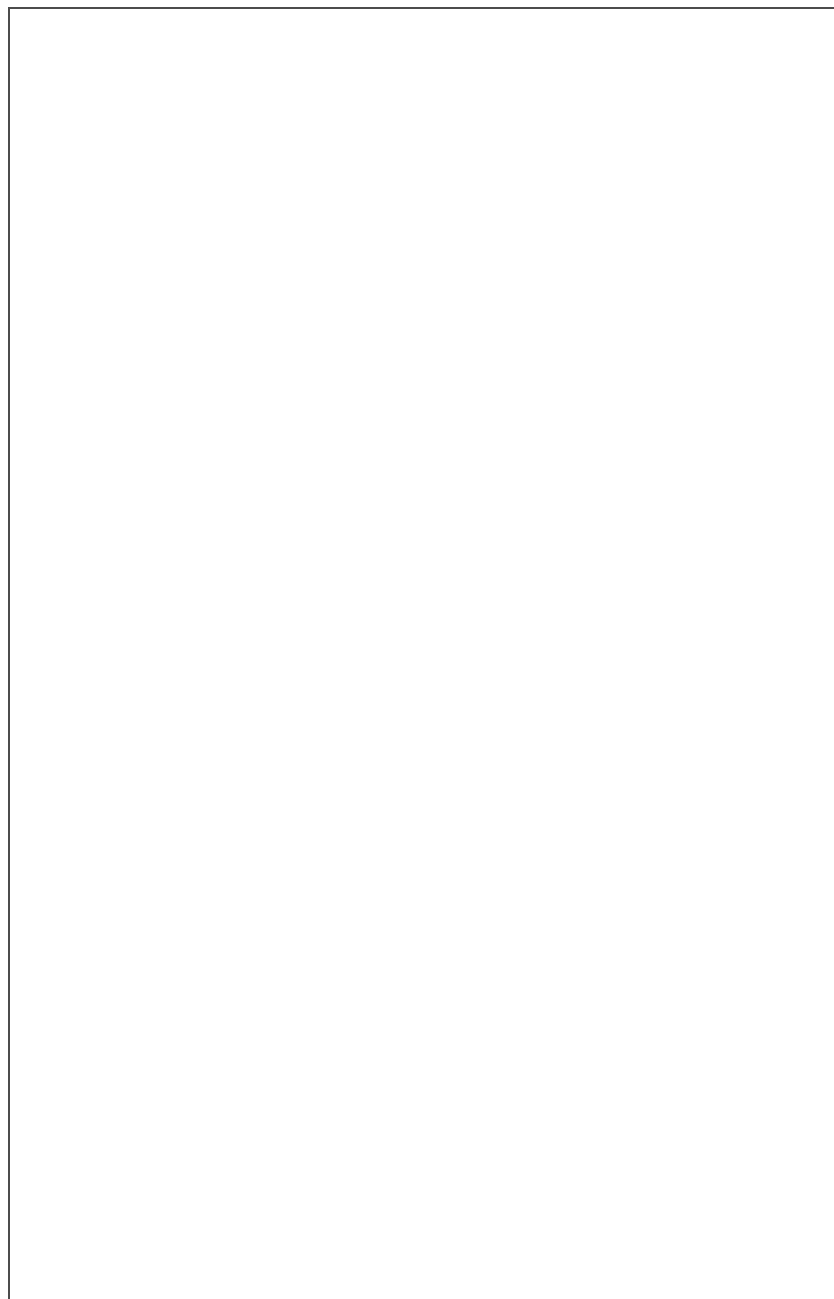
The original cost for the building was \$105,000 without the wrestling room was presented to the Board of Education in a Memorandum in June 2017.

In April 2018, due to safety reasons, a 1200 sqft wrestling practice room was added and presented to the Board of Education at the April 9, 2018 meeting.

Please let me know if you have any questions in the future and I will be happy to explain the process to you or get any of the questions answered for you. As we move forward I would like to work together with you on how we can better communicate projects, purchases, etc. I am looking forward to working with you and how we can continue to move our system forward.

Thank you,  
Rodney





Rodney Shotwell

Rodney Shotwell, Ed.D.  
Superintendent  
Rockingham County Schools  
511 Harrington Hwy  
Eden, NC 27288  
336.627.2600



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# Merry Christmas

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email: "disley@rock.k12.nc.us Isley, Doug" Friday, December 21, 2018 at 2:26:57 PM Eastern Standard Time  
To: email: "reverhart@rock.k12.nc.us Ren\303\251e Everhart"

On Fri, Dec 21, 2018, 2:22 PM Everhart, Renee <[reverhart@rock.k12.nc.us](mailto:reverhart@rock.k12.nc.us)> wrote:

Doug,

As requested below is the information for the NCSBA Office address. Your board member Core Training will be held at their offices in Raleigh.

NCSBA Office:  
7208 Falls of Neuse Road  
Raleigh, NC  
Phone 919-841-4040

Hampton Inn (near Capital Blvd.)  
3621 Spring Forest Road  
Raleigh NC  
Phone 919-872-7111

Have a nice day,  
Renee Everhart

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---

**email: "reverhart@rock.k12.nc.us Everhart, Friday, December 21, 2018 at 2:37:16 PM Eastern Standard Time Renee"**

To: email: "disley@rock.k12.nc.us Isley, Doug"

Thank you

On Fri, Dec 21, 2018 at 2:27 PM Isley, Doug <[disley@rock.k12.nc.us](mailto:disley@rock.k12.nc.us)> wrote:

On Fri, Dec 21, 2018, 2:22 PM Everhart, Renee <[reverhart@rock.k12.nc.us](mailto:reverhart@rock.k12.nc.us)> wrote:

Doug,

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NCSBA Office:  
7208 Falls of Neuse Road  
Raleigh, NC  
Phone 919-841-4040

Hampton Inn (near Capital Blvd.)  
3621 Spring Forest Road  
Raleigh NC  
Phone 919-872-7111

Have a nice day,  
Renee Everhart

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## Policy meeting - document printing

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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, January 8, 2019 at 5:31:03 AM Eastern Standard Time**  
To: email: "acarter@rock.k12.nc.us Anita Carter"

Good morning Mrs. Carter.

Mrs Corcoran sent an email in regards to Monday's policy meeting.

Could you please print out the information that we will be reviewing at the policy meeting. I'm having issues with my printer.

Thank you,  
Doug Isley

---

**email: "acarter@rock.k12.nc.us Carter, Anita" Tuesday, January 8, 2019 at 9:23:25 AM Eastern Standard Time**  
To: email: "disley@rock.k12.nc.us Isley, Doug"

Good morning Mr. Isley,

I have copies ready. You can come by anytime.

Thanks.

Anita

On Tue, Jan 8, 2019 at 5:31 AM Isley, Doug <[disley@rock.k12.nc.us](mailto:disley@rock.k12.nc.us)> wrote:

Good morning Mrs. Carter.

Mrs Corcoran sent an email in regards to Monday's policy meeting.

Could you please print out the information that we will be reviewing at the policy meeting. I'm having issues with my printer.

Thank you,  
Doug Isley

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--

Anita L. Carter, Administrative Assistant  
to Dr. Cindy A. Corcoran, Asst. Supt.  
Instructional Support Services  
Rockingham County Schools  
511 Harrington Highway  
Eden, NC 27288  
(336) 627-2688  
(336) 627-6619 fax

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---

**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, January 8, 2019 at 10:10:28 AM Eastern Standard Time**  
To: email: "acarter@rock.k12.nc.us Anita Carter"

Thank you so much.

Have a blessed day.

Doug Isley

On Tue, Jan 8, 2019, 9:24 AM Carter, Anita <[acarter@rock.k12.nc.us](mailto:acarter@rock.k12.nc.us)> wrote:

Good morning Mr. Isley,  
I have copies ready. You can come by anytime.  
Thanks.  
Anita

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Anita L. Carter, Administrative Assistant  
to Dr. Cindy A. Corcoran, Asst. Supt.  
Instructional Support Services  
Rockingham County Schools  
511 Harrington Highway  
Eden, NC 27288  
(336) 627-2688  
(336) 627-6619 fax

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# Core Training Information and Materials

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email: "NCSBA@embrams-mail.com Ramona Monday, January 7, 2019 at 10:04:47 PM Eastern Standard Time Powers"

To: email: "disley@rock.k12.nc.us"

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*January 7, 2019*

## KNOW BEFORE YOU GO

Thank you for registering for the January 10-11 Core Training session that will start on Thursday. We're glad you're joining us. We've put together some information to help you prepare.

### Attire

Attire is business casual. Please keep in mind that meeting rooms can sometimes be cool, so you may want to bring a sweater or layer clothing.

### Weather Forecast

The current weather forecast for Raleigh is highs in the low to mid 40s both days.

### Conference Location

NCSBA Assembly Hall (located on the first floor)  
7208 Falls of Neuse Road, Raleigh

### Registration and Start Time

Registration will begin at 9:30 a.m. and the conference will start at 10 a.m. Breakfast is on your own. There will be coffee available. Lunch and snacks will be provided.

### Conference Materials

Handouts are available electronically through the Association's website. Feel free to bring your device or to print items of interest after the session. Free Wi-Fi is available.

[Click here for meeting handouts.](#)

If you have questions about the conference, please contact Chadae Lewis at 919-841-4040, [clewis@ncsba.org](mailto:clewis@ncsba.org).

Safe travels!

Ramona Powers

Director of Board Development & Technology

North Carolina School Boards Association

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email: "disley@rock.k12.nc.us Isley, Doug"      Wednesday, January 9, 2019 at 8:55:20 PM Eastern Standard Time  
To: email: "zingsauce@gmail.com D Isley"

----- Forwarded message -----

From: **Ramona Powers** <[NCSBA@embrams-mail.com](mailto:NCSBA@embrams-mail.com)>  
Date: Mon, Jan 7, 2019, 10:04 PM  
Subject: Core Training Information and Materials  
To: <[disley@rock.k12.nc.us](mailto:disley@rock.k12.nc.us)>

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Safe travels!

Ramona Powers

Director of Board Development & Technology

North Carolina School Boards Association

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## Policy meeting meal.

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**email: "disley@rock.k12.nc.us Isley, Doug" Friday, January 11, 2019 at 11:50:39 AM Eastern Standard Time**  
To: email: "acarter@rock.k12.nc.us Anita Carter"

The Policy Committee will meet on Monday, January 14th at 4:00 pm.

Turkey Sandwich please.

Thank you.

Doug Isley

---

**email: "acarter@rock.k12.nc.us Carter, Anita" Friday, January 11, 2019 at 11:52:06 AM Eastern Standard Time**  
To: email: "disley@rock.k12.nc.us Isley, Doug"

Thanks.  
Anita

On Fri, Jan 11, 2019 at 11:50 AM Isley, Doug <[disley@rock.k12.nc.us](mailto:disley@rock.k12.nc.us)> wrote:  
The Policy Committee will meet on Monday, January 14th at 4:00 pm.

Turkey Sandwich please.

Thank you.

Doug Isley

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Anita L. Carter, Administrative Assistant  
to Dr. Cindy A. Corcoran, Asst. Supt.  
Instructional Support Services  
Rockingham County Schools  
511 Harrington Highway  
Eden, NC 27288  
(336) 627-2688  
(336) 627-6619 fax

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**email: "disley@rock.k12.nc.us Isley, Doug" Friday, January 11, 2019 at 11:54:15 AM Eastern Standard Time**  
To: email: "acarter@rock.k12.nc.us Anita Carter"

Thank you Ms. Carter. Have a blessed and safe weekend.

Doug

On Fri, Jan 11, 2019, 11:52 AM Carter, Anita <[acarter@rock.k12.nc.us](mailto:acarter@rock.k12.nc.us)> wrote:

Thanks.  
Anita

On Fri, Jan 11, 2019 at 11:50 AM Isley, Doug <[disley@rock.k12.nc.us](mailto:disley@rock.k12.nc.us)> wrote:  
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email: "acarter@rock.k12.nc.us Carter, Anita" Friday, January 11, 2019 at 11:59:01 AM Eastern Standard Time  
To: email: "disley@rock.k12.nc.us Isley, Doug"

You too. ☺

On Fri, Jan 11, 2019 at 11:54 AM Isley, Doug <[disley@rock.k12.nc.us](mailto:disley@rock.k12.nc.us)> wrote:

Thank you Ms. Carter. Have a blessed and safe weekend.

Doug

On Fri, Jan 11, 2019, 11:52 AM Carter, Anita <[acarter@rock.k12.nc.us](mailto:acarter@rock.k12.nc.us)> wrote:

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Anita

On Fri, Jan 11, 2019 at 11:50 AM Isley, Doug <[disley@rock.k12.nc.us](mailto:disley@rock.k12.nc.us)> wrote:

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# Information on Surveys and Study

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email: "rshotwell@rock.k12.nc.us Rodney Thursday, January 10, 2019 at 12:23:22 AM Eastern Standard Time Shotwell"

To: email: "bhuss@rock.k12.nc.us Brent Huss" , email: "wkirkman@rock.k12.nc.us Wayne Kirkman" , email: "bwyatt@rock.k12.nc.us Bob Wyatt" , email: "prakestraw@rock.k12.nc.us Rakestraw, Paula" , email: "kmc michael@rock.k12.nc.us McMichael, Kimberly" , email: "adbell@bellsouth.net Amanda Bell" , email: "disley@rock.k12.nc.us Isley, Doug" , email: "khyler@rock.k12.nc.us Karen Hyler"

Good morning,

I met with Doug Eury about the possibility of doing a survey/study in the summer. Over the years, I have heard concerns about our central office size, etc. Other districts have completed similar studies. This fall I followed up with a meeting targeting our efficiency and to look at the classified salary pay scale, and in addition received feedback for our strategic plan on community input and perceptions of our school district. Our current strategic plan is in its last year, and we are preparing to work on our next five-year plan. Collecting data is a critical part of the assessing and setting a baseline to prepare our next plan.

The following includes the scope of work the study includes the following:

- Research organizational charts of NC districts similar in size to Rockingham County Schools and prepare a summary of other district's central office organizational charts and identify common job titles.
- Prepare a principal survey instrument to evaluate central office services and ask principals to offer suggestions on any central office staff reorganizations that they believe would be helpful. The survey content would be approved by the Superintendent.
- Review the survey results with the Superintendent and discuss possible organizational changes that would better support schools.
- Interview all central office administrators (interviewees to be identified by the Superintendent) to understand what they currently do. The interviewers will ask clarifying questions.
- Digest the principal survey responses, the content of the individual central office staff interviews, and the conversations with the Superintendent and prepare a draft reorganization plan and present to the Superintendent and revise as directed.
- Present the revised plan to the central office staff and principals and use the feedback to revise the plan again.
- Present the final recommended reorganization plan to the Board at a regularly scheduled Board meeting for public consumption.
- Examine classified employee staffing levels in the central office and provide a recommendation on the number of positions required, the salary hierarchy of the positions recommended, and the cost of implementing the new classified staffing plan:
- Interview central office classified staff (interviewees to be determined by the Superintendent)

(I selected directors/coordinators and up) and determine what each person does.

- If supported by the information collected, recommend a classified staffing level that would eliminate job redundancies and achieve more operational efficiency. (It is possible that some positions may be expanded, combined, or eliminated.)
- Identify all classified job titles used in the district and assign job titles with explanations provided for those jobs that have additional duties and those that have fewer duties and provide this list to the Superintendent and her cabinet to individually arrange in order of highest compensated position to lowest compensated position.
- Compile the individual cabinet members' rankings into a chart then ask the Superintendent and cabinet members to determine a final highest to lowest salary listing.
- The cabinet would need to determine whether classified salary schedules would be experience based and/or differentiated by any other criteria such as education, specialized training, or skill set. In addition, a method of placing employees on the salary schedule when they are employed from inside or outside the district would need to be articulated as well as a transition process for employees who were hired under different salary placement rules.
- Compare the current salary of all classified employees that would occupy each new position classification with their new salary and determine the total difference in cost between the old and new salary plan. If this differential is too great to correct in one year, then either pay the differences over a specified number of years OR start the process over.
- For those positions that are eliminated, an implementation plan to move employees over time through attrition would be developed. A date certain would need to be established to have the entire plan implemented. If it is determined that any position is being paid too much now, then a "red line" plan should be considered for a certain number of years.

There are three individuals working on the study:

- o Dr. Doug Eury, retired school administrator and retired Dean of Education for Gardner-Webb
- o Mr. Kerry Crutchfield, retired CFO from Winston-Salem Forsyth County Schools over 30 years' experience in school finance and operations
- o Dr. Don Martin, retired superintendent from Winston-Salem Forsyth County Schools (33 years as a superintendent), currently serving his second term as a Republican member of the Forsyth County Board of Commissioners.

All three of these professionals bring a wealth of knowledge and experience to give an unbiased review of our central office efficiency.

Cost:

The total cost for everything is \$13,500. The money was in local central office supplies and will be moved to local contracted services. Attached is the memorandum of understanding which outlines the scope of the agreement. The agreement was entered into on October 16, 2018. In 2008 before the economic crash, the district commissioned a salary study on our classified employees for \$20,800. The study was completed. There will be a full report of information presented to the board by the company in February or March 2019.

Rodney Shotwell  
Superintendent  
Rockingham County Schools  
511 Harrington Highway  
Eden, NC 27288  
336-627-2600 Office  
336-627-2660 Fax

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336-627-2600.



**email: "disley@rock.k12.nc.us Isley, Doug"**      **Thursday, January 10, 2019 at 12:44:08 AM Eastern Standard Time**

To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell"

Cc: email: "bhuss@rock.k12.nc.us Brent Huss" , email: "wkirkman@rock.k12.nc.us Wayne Kirkman" , email: "bwyatt@rock.k12.nc.us Bob Wyatt" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw" , email: "kcmichael@rock.k12.nc.us Kimberly McMichael"

Good morning,

How did we find this consulting firm?

Who made the initial contact with the firm?

Was this expense brought before the board for approval before signing the contract?

If so, what meeting date did the School Board approve this expense?

Thank you in advance for your prompt response.

Doug Isley  
Rockingham County BOE

On Thu, Jan 10, 2019, 12:23 AM Rodney Shotwell <[rshotwell@rock.k12.nc.us](mailto:rshotwell@rock.k12.nc.us)> wrote:

Good morning,

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Rodney Shotwell

Superintendent

Rockingham County Schools

511 Harrington Highway

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336-627-2600 Office

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336-627-2600.

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**email: "adbell@bellsouth.net Amanda Bell" Thursday, January 10, 2019 at 5:56:41 AM Eastern Standard Time**

To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell"

Cc: email: "bhuss@rock.k12.nc.us Brent Huss" , email: "wkirkman@rock.k12.nc.us Wayne Kirkman" , email: "bwyatt@rock.k12.nc.us Bob Wyatt" , email: "prakestraw@rock.k12.nc.us Rakestraw, Paula" , email: "kmc michael@rock.k12.nc.us McMichael, Kimberly" , email: "disley@rock.k12.nc.us Isley, Doug" , email: "khyler@rock.k12.nc.us Karen Hyler"

Good morning, Dr. Shotwell

As we prepare to continue our strategic planning for the next five years, this input from our employees, parents and community are vital. I would like to thank you for continuing to ensure equity among all aspects and departments in our district. We must also strive to retain and attract the best employees by by examining our teacher supplement pay as compared to other districts our size. I continue to thank you for all that you do for our students!  
Amanda

Have a great day on purpose!

On Jan 10, 2019, at 12:23 AM, Rodney Shotwell wrote:

Good morning,

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- The cabinet would need to determine whether classified salary schedules would be experience based and/or differentiated by any other criteria such as education, specialized training, or skill set. In addition, a method of placing employees on the salary schedule when they are employed from inside or outside the district would need to be articulated as well as a transition process for employees who were hired under different salary placement rules.
- Compare the current salary of all classified employees that would occupy each new position classification with their new salary and determine the total difference in cost between the old and new salary plan. If this differential is too great to correct in one year, then either pay the differences over a specified number of years OR start the process over.
- For those positions that are eliminated, an implementation plan to move employees over time through attrition would be developed. A date certain would need to be established to have the entire plan implemented. If it is determined that any position is being paid too much now, then a "red line" plan should be considered for a certain number of years.

There are three individuals working on the study:

- o Dr. Doug Eury, retired school administrator and retired Dean of Education for Gardner-Webb
- o Mr. Kerry Crutchfield, retired CFO from Winston-Salem Forsyth County Schools over 30 years' experience in school finance and operations
- o Dr. Don Martin, retired superintendent from Winston-Salem Forsyth County Schools (33 years as a superintendent), currently serving his second term as a Republican member of the

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All three of these professionals bring a wealth of knowledge and experience to give an unbiased review of our central office efficiency.

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The total cost for everything is \$13,500. The money was in local central office supplies and will be moved to local contracted services. Attached is the memorandum of understanding which outlines the scope of the agreement. The agreement was entered into on October 16, 2018 In 2008 before the economic crash, the district commissioned a salary study on our classified employees for \$20,800. The study was  
There will be a full report of information presented to the board by the company in February or March 2019.

Rodney Shotwell  
Superintendent  
Rockingham County Schools  
511 Harrington Highway  
Eden, NC 27288  
336-627-2600 Office  
336-627-2660 Fax

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including law enforcement. In compliance with federal laws, Rockingham County Schools administers all educational programs, employment activities and admissions without discrimination because of race, religion, national or ethnic origin, color, age, military service, disability or gender, except where exemption is appropriate and allowed by law. Refer to the Board of Education's Discrimination Free Environment Policy for a complete statement. Inquiries or complaints should be directed to the Rockingham County Schools, Compliance Officer, 511 Harrington Hwy, Eden, NC 27288; 336-627-2600.

---

email: "disley@rock.k12.nc.us Isley, Doug"      Wednesday, January 23, 2019 at 11:56:44 AM Eastern Standard Time  
To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell"

----- Forwarded message -----

From: **Isley, Doug** <[disley@rock.k12.nc.us](mailto:disley@rock.k12.nc.us)>  
Date: Thu, Jan 10, 2019, 12:44 AM  
Subject: Re: Information on Surveys and Study  
To: Rodney Shotwell <[rshotwell@rock.k12.nc.us](mailto:rshotwell@rock.k12.nc.us)>  
Cc: Brent Huss <[bhuss@rock.k12.nc.us](mailto:bhuss@rock.k12.nc.us)>, Wayne Kirkman <[wkirkman@rock.k12.nc.us](mailto:wkirkman@rock.k12.nc.us)>, Bob Wyatt <[bwyatt@rock.k12.nc.us](mailto:bwyatt@rock.k12.nc.us)>, Paula Rakestraw <[prakestraw@rock.k12.nc.us](mailto:prakestraw@rock.k12.nc.us)>, Kimberly McMichael <[kmcmichael@rock.k12.nc.us](mailto:kmcmichael@rock.k12.nc.us)>

Good morning,

How did we find this consulting firm?

Who made the initial contact with the firm?

Was this expense brought before the board for approval before signing the contract?

If so, what meeting date did the School Board approve this expense?

Thank you in advance for your prompt response.

Doug Isley  
Rockingham County BOE

On Thu, Jan 10, 2019, 12:23 AM Rodney Shotwell <[rshotwell@rock.k12.nc.us](mailto:rshotwell@rock.k12.nc.us)> wrote:

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---

**email: "disley@rock.k12.nc.us Isley, Doug"**      **Wednesday, January 23, 2019 at 12:25:10 PM Eastern Standard Time**

To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell"

Cc: email: "prakestraw@rock.k12.nc.us Paula Rakestraw" , email: "kmc michael@rock.k12.nc.us Kimberly McMichael" , email: "bwyatt@rock.k12.nc.us Bob Wyatt" , email: "abell@rock.k12.nc.us Amanda Bell" , email: "bhuss@rock.k12.nc.us Brent Huss"

Good afternoon Dr. Shotwell

On Jan 10, 2019 I responded to your email requesting more information in regards to the survey and contract with Eury Consulting Services, Inc. It has been 13 days and I have not received any response or information in regards to my four questions. I understand the daily activities of the superintendent can consume quite a bit of time but I also feel in order to be a school board member that is making decisions on behalf of the residents of Rockingham County with their taxpayer dollars that it is incumbent upon us to know exactly where funds are being spent and it will help to make better decisions that will make Rockingham County Public Schools stand out as

a great Educational Learning Center for our students. Can you please provide this information to myself and the other board members immediately?

Thank you and have a fantastic day.

Doug Isley

----- Forwarded message -----

From: **Isley, Doug** <[disley@rock.k12.nc.us](mailto:disley@rock.k12.nc.us)>

Date: Thu, Jan 10, 2019, 12:44 AM

Subject: Re: Information on Surveys and Study

To: Rodney Shotwell <[rshotwell@rock.k12.nc.us](mailto:rshotwell@rock.k12.nc.us)>

Cc: Brent Huss <[bhuss@rock.k12.nc.us](mailto:bhuss@rock.k12.nc.us)>, Wayne Kirkman <[wkirkman@rock.k12.nc.us](mailto:wkirkman@rock.k12.nc.us)>, Bob Wyatt <[bwyatt@rock.k12.nc.us](mailto:bwyatt@rock.k12.nc.us)>, Paula Rakestraw <[prakestraw@rock.k12.nc.us](mailto:prakestraw@rock.k12.nc.us)>, Kimberly McMichael <[kmcmichael@rock.k12.nc.us](mailto:kmcmichael@rock.k12.nc.us)>

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County Schools, Compliance Officer, 511 Harrington Hwy, Eden, NC 27288;

336-627-2600.

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## Dinner for Board Policy Committee Meeting - January 28, 2019 - 4:00 pm

---

**email: "acarter@rock.k12.nc.us Carter, Anita" Sunday, January 27, 2019 at 7:41:03 PM Eastern Standard Time**

To: email: "bhuss@rock.k12.nc.us Brent Huss" , email: "abell@rock.k12.nc.us Amanda Bell" , email:

"disley@rock.k12.nc.us Doug Isley" , email: "wkirkman@rock.k12.nc.us Wayne Kirkman" , email:

"kmc michael@rock.k12.nc.us Kimberly McMichael" , email: "bwyatt@rock.k12.nc.us Bob Wyatt" , email:

"prakestraw@rock.k12.nc.us Paula Rakestraw"

Cc: email: "ccorcoran@rock.k12.nc.us Dr. Cindy Corcoran, Ed.D." , email: "acarter@rock.k12.nc.us Anita Carter"

The Policy Committee will meet tomorrow afternoon at 4:00 pm in our central office upstairs conference room.

If you're planning to attend the meeting, Cafe 99 will be providing a box dinner. I will need your response no later than 9:00 am Monday, January 28th so I can order the dinners.

Please email me at [acarter@rock.k12.nc.us](mailto:acarter@rock.k12.nc.us) or call me at 336-627-2688.

Please select one of the following sandwich choices:

\_\_\_\_ Turkey Sandwich

\_\_\_\_ Club Sandwich

\_\_\_\_ Chicken Salad Sandwich on Croissant

Chips come with your sandwich. Water will be provided.

Thanks.

Anita

--

Anita L. Carter, Administrative Assistant  
to Dr. Cindy A. Corcoran, Asst. Supt.  
Instructional Support Services  
Rockingham County Schools  
511 Harrington Highway  
Eden, NC 27288  
(336) 627-2688  
(336) 627-6619 fax

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---

**email: "disley@rock.k12.nc.us Isley, Doug" Sunday, January 27, 2019 at 7:49:33 PM Eastern Standard Time**  
To: email: "acarter@rock.k12.nc.us Anita Carter"

Turkey Sandwich please.

Thank you Ms. Carter  
Doug

On Sun, Jan 27, 2019, 7:41 PM Carter, Anita <[acarter@rock.k12.nc.us](mailto:acarter@rock.k12.nc.us)> wrote:

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Anita

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---

**email: "acarter@rock.k12.nc.us Carter, Anita" Sunday, January 27, 2019 at 7:51:07 PM Eastern Standard Time**  
**To: email: "disley@rock.k12.nc.us Isley, Doug"**

ok - Thank you for responding. See you tomorrow.  
Anita

On Sun, Jan 27, 2019 at 7:49 PM Isley, Doug <[disley@rock.k12.nc.us](mailto:disley@rock.k12.nc.us)> wrote:  
Turkey Sandwich please.

Thank you Ms. Carter  
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# Eury Consulting

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**email: "disley@rock.k12.nc.us Isley, Doug" Monday, February 18, 2019 at 2:26:29 PM Eastern Standard Time**

To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell"

Cc: email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

Dr. Shotwell,

On January 10th 2019 I replied to your email in regards to Eury Consulting and the expenditure of \$13,500.

You gave a lengthy email message about your reasoning for doing this study. I responded back with four specific questions. I didn't receive a response. I did send a follow-up email on January 23rd. I still have not received a response. If you don't include weekends it has now been 27 days at the time of this email and still no response. I would have presented these questions to someone else but you in the past have told me regardless of who I tell at central office, they're going to alert you of my request. I figured I would bypass all of that and go straight to the source. Do I need to present these questions before the board and General Public in order to get a response?

How did we find this consulting firm?

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Was this expense brought before the board for approval before signing the contract?

If so, what meeting date did the School Board approve this expense?

Doug Isley  
Rockingham County BOE

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**email: "rshotwell@rock.k12.nc.us Rodney Shotwell" Tuesday, February 19, 2019 at 9:59:30 AM Eastern Standard Time**

To: email: "disley@rock.k12.nc.us Isley, Doug"

Cc: email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

Good morning Mr. Isley,

Thank you for following up. I am dealing with some family issues outside of work. However, that is no excuse and I apologize for the delay in responding to your questions.

How did we find this consulting firm? I had spoken with Doug Eury last year regarding his consulting firm. I approached him again this past fall after learning he completed an efficiency study with Davidson County Schools. He mentioned

that Dr. Martin and Mr. Kerry Crutchfield worked on the study with him. There is a lot of respect for both Dr. Martin and Mr. Crutchfield among superintendents and finance officers in the state. All three men met with me and discussed how they would conduct the efficiency study and evaluate the organization of the central office. Adding the classified salary study, and a survey along with the efficiency study for the \$13,500 was a great price for all three. I knew a few other folks who did similar studies, but the prices were a little high.

Who made the initial contact with the firm? I made the initial contact with Dr. Eury.

Was this expense brought before the board for approval before signing the contract? No, it was not brought before the board. However, the report will be presented to the board in March.

If so, what meeting date did the School Board approve this expense?

Once again, I apologize for the delay.

Rodney

cid:image001.jpg@01D292A5.186C3710

RCS VISION 2020:

Collaborator.

Communicator.

Community Engagement.

Creative & Critical Thinker.

Goal Oriented & Resilient Individual

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**From:** "Isley, Doug" <[disley@rock.k12.nc.us](mailto:disley@rock.k12.nc.us)>  
**Date:** Monday, February 18, 2019 at 2:26 PM  
**To:** Rodney Shotwell <[rshotwell@rock.k12.nc.us](mailto:rshotwell@rock.k12.nc.us)>  
**Cc:** Brent Huss <[bhuss@rock.k12.nc.us](mailto:bhuss@rock.k12.nc.us)>, Paula Rakestraw <[prakestraw@rock.k12.nc.us](mailto:prakestraw@rock.k12.nc.us)>  
**Subject:** Eury Consulting

Dr. Shotwell,

On January 10th 2019 I replied to your email in regards to Eury Consulting and the expenditure of \$13,500.

You gave a lengthy email message about your reasoning for doing this study. I responded back with four specific questions. I didn't receive a response. I did send a follow-up email on January 23rd. I still have not received a response. If you don't include weekends it has now been 27 days at the time of this email and still no response.

I would have presented these questions to someone else but you in the past have told me regardless of who I tell at central office, they're going to alert you of my request. I figured I would bypass all of that and go straight to the source. Do I need to present these questions before the board and General Public in order to get a response?

How did we find this consulting firm?

Who made the initial contact with the firm?

Was this expense brought before the board for approval before signing the contract?

If so, what meeting date did the School Board approve this expense?

Doug Isley

## Rockingham County BOE

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This e-mail is for the sole use of the individual for whom it is intended. If you are neither the intended recipient, nor agent responsible for delivering this e-mail to the intended recipient, any disclosure, retransmission, copying, or taking action in reliance on this information is strictly prohibited. If you have received this e-mail in error, please notify the person transmitting the information immediately. All e-mail correspondence to and from this e-mail address may be subject to NC Public Records Law which result in monitoring and disclosure to third parties, including law enforcement. In compliance with federal laws, Rockingham County Schools administers all educational programs, employment activities and admissions without discrimination because of race, religion, national or ethnic origin, color, age, military service, disability or gender, except where exemption is appropriate and allowed by law. Refer to the Board of Education's Discrimination Free Environment Policy for a complete statement. Inquiries or complaints should be directed to the Rockingham County Schools, Compliance Officer, 511 Harrington Hwy, Eden, NC 27288; 336-627-2600.

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# Transparency?

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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 8:24:21 AM Eastern Standard Time**  
To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

Information that is accessible to the public under Georgia law and the First Amendment to the U.S. Constitution must be provided by government entities without exception. Even if the request is broad or demanding. Still, if you are a citizen or journalist making a request, the way you ask for information can actually improve the likelihood of getting relevant information as soon as possible.

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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 8:24:23 AM Eastern Standard Time**  
To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 8:25:03 AM Eastern Standard Time**  
To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 8:25:39 AM Eastern Standard Time**  
To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 8:25:46 AM Eastern Standard Time**  
To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 8:27:57 AM Eastern Standard Time**  
To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

## Chapter 132.

### Public Records.

#### § 132-1. "Public records" defined.

(a) "Public record" or "public records" shall mean all documents, papers, letters, maps, books, photographs, films, sound recordings, magnetic or other tapes, electronic data-processing records, artifacts, or other documentary material, regardless of physical form or characteristics, made or received pursuant to law or ordinance in connection with the transaction of public business by any agency of North Carolina government or its subdivisions. Agency of North Carolina government or its subdivisions shall mean and include every public office, public officer or official (State or local, elected or appointed), institution, board, commission, bureau, council, department, authority or other unit of government of the State or of any county, unit, special district or other political subdivision of government.

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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 8:29:36 AM Eastern Standard Time**  
To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

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Chapter 132.  
Public Records.

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email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 8:31:03 AM Eastern Standard Time  
To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email:  
"prakestraw@rock.k12.nc.us Paula Rakestraw"

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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 8:31:04 AM Eastern Standard Time**  
To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 8:32:38 AM Eastern Standard Time**  
To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email:  
"prakestraw@rock.k12.nc.us Paula Rakestraw"

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I made a request on January 10th with four specific questions

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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 8:33:11 AM Eastern Standard Time**  
To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

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I made a request on January 10th with four specific questions. It has now been 47 days since I made that request and I have still not received the information. I have made other request in regards to Financial information

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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 8:33:44 AM Eastern Standard Time**  
To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

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I made a request on January 10th with four specific questions. It has now been 47 days since I made that request and I have still not received the information. I have made other request in regards to Financial information concerning teacher assistants. 4 + weeks and I've still not received that information. I want to know why

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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 8:34:16 AM Eastern Standard Time**  
To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 8:34:50 AM Eastern Standard Time**

To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

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email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 8:35:24 AM Eastern Standard Time  
To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email:

"prakestraw@rock.k12.nc.us Paula Rakestraw"

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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 8:36:07 AM Eastern Standard Time**  
 To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

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email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 9:14:50 AM Eastern Standard Time  
To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 9:28:12 AM Eastern Standard Time**  
To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

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To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 9:28:55 AM Eastern Standard Time**  
To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 9:29:32 AM Eastern Standard Time**  
 To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

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email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 9:30:11 AM Eastern Standard Time  
To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

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 To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 9:31:22 AM Eastern Standard Time**  
 To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 9:34:17 AM Eastern Standard Time**  
 To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 9:47:45 AM Eastern Standard Time**  
To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email:  
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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 9:48:15 AM Eastern Standard Time**  
To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 9:49:16 AM Eastern Standard Time**  
To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email:  
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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 9:50:17 AM Eastern Standard Time**  
To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 9:50:55 AM Eastern Standard Time**  
To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

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email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 9:51:30 AM Eastern Standard Time  
To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email:  
"prakestraw@rock.k12.nc.us Paula Rakestraw"

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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 9:52:01 AM Eastern Standard Time**  
To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 9:53:05 AM Eastern Standard Time**  
To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email:  
"prakestraw@rock.k12.nc.us Paula Rakestraw"

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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 9:53:31 AM Eastern Standard Time**  
To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email:  
"prakestraw@rock.k12.nc.us Paula Rakestraw"

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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 4:17:37 PM Eastern Standard Time**  
To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 4:18:47 PM Eastern Standard Time**  
To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 4:19:17 PM Eastern Standard Time**  
To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 4:19:57 PM Eastern Standard Time**  
To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 4:20:28 PM Eastern Standard Time**  
 To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 4:20:58 PM Eastern Standard Time**  
 To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 4:21:00 PM Eastern Standard Time**  
To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

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I'm not asking anymore. I am going to reach out to to the media.

Chapter 132.

Public Records.

§ 132-1. "Public records" defined.

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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 4:58:42 PM Eastern Standard Time**  
 To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

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Chapter 132.

Public Records.

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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 4:59:12 PM Eastern Standard Time**  
 To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 4:59:48 PM Eastern Standard Time**  
To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 5:00:19 PM Eastern Standard Time**  
To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

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I not asking anymore. I'm proceeding with another means of getting this information and I will be reaching out

## Chapter 132.

## Public Records.

## § 132-1. "Public records" defined.

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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 5:00:50 PM Eastern Standard Time**  
To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 5:01:21 PM Eastern Standard Time**  
 To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 5:01:53 PM Eastern Standard Time**

To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

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email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 5:02:24 PM Eastern Standard Time  
To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 5:03:03 PM Eastern Standard Time**  
 To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

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email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 5:03:33 PM Eastern Standard Time  
To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

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email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 5:04:04 PM Eastern Standard Time  
To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 5:04:46 PM Eastern Standard Time**

To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

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## Chapter 132.

### Public Records.

#### § 132-1. "Public records" defined.

(a) "Public record" or "public records" shall mean all documents, papers, letters, maps, books, photographs, films, sound recordings, magnetic or other tapes, electronic data-processing records, artifacts, or other documentary material, regardless of physical form or characteristics, made or received pursuant to law or ordinance in connection with the transaction of public business by any agency of North Carolina government or its subdivisions. Agency of North Carolina government or its subdivisions shall mean and include every public office, public officer or official (State or local, elected or appointed), institution, board, commission, bureau, council, department, authority or other unit of government of the State or of any county, unit, special district or other political subdivision of government.

(b) The public records and public information compiled by the agencies of North Carolina government or its subdivisions are the property of the people. Therefore, it is the policy of this State that the people may obtain copies of their public records and public information free or at minimal cost unless otherwise specifically provided by law. As used herein, "minimal cost" shall mean the actual cost of reproducing the public record or public information. (1935, c. 265, s. 1; 1975, c. 787, s. 1; 1995, c. 388, s. 1.)

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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 5:05:16 PM Eastern Standard Time**  
To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

Information that is accessible to the public under North Carolina law and the First Amendment to the U.S. Constitution must be provided by government entities without exception. Even if the request is broad or demanding.

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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 5:05:23 PM Eastern Standard Time**  
To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 5:15:57 PM Eastern Standard Time**  
To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 5:16:26 PM Eastern Standard Time**  
To: email: "rshotwell@rock.k12.nc.us Rodney Shotwell" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

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email: "rshotwell@rock.k12.nc.us  
Shotwell, Rodney"

Thursday, February 28, 2019 at 8:49:02 AM Eastern Standard Time

To: email: "disley@rock.k12.nc.us Isley, Doug"

Cc: email: "bhuss@rock.k12.nc.us Brent Huss" , email: "prakestraw@rock.k12.nc.us Paula Rakestraw"

Mr. Isley,

Thank you for the email. I understand you and Ms. Ellis spoke yesterday regarding your TA funding request. We have created a document to explain the questions that you have regarding the TAs. We felt this was important because the question really wasn't a simple "yes" or "no" or here's the answer. There are several factors that played into why it has taken some time, but I don't want to talk about that, instead I want to focus on how we can make this better in the future. I realize you do not have to tell us why you need the information, and that is not in question. When you make a request if you feel like you need it within a reasonable amount of time, a week or less, please let us know and we will get the information to you. In the finance department they have to prioritize. Ms. Ellis did discuss with you about TA funding on the phone, but having it in a document would be much better and can serve as a reference for you in the future. I am telling all the directors and other admin staff that if we get a public records request or request for information, that we need to get it done within one week if possible. If we can't then we will email or call you, and let you know the information is not ready and when it should be completed.

Ultimately my end goal as well as the rest of the staff here is to have dialogue with all the board members so we can bounce off ideas, concerns, etc. In turn, we want each board member to feel the same way with their interactions with the RCS staff.

I do want to thank you for opening up regarding the reason why you requested the timesheet information in November. I know this was a long process and that Ms. Ellis and I were just following legal advice. However, when you became a board member I felt it was important to give that information to you because you are part of the governing board for RCS. Not knowing what your concerns were regarding the timesheets, we could only guess at what you might be looking for in the documents. As you know we've implemented some measures of accountability to address some of the concerns you might have with the timesheets. Now fast forward to the present, you and I have talked and you've given me more information/concerns, which I greatly appreciate. If there's a problem, I want to fix it if there's any way possible.

I know trust is not easily earned for anyone. In order to earn that trust when we pull the requested information together for you or anyone else, we want to ensure that its accurate and correct. The quickest way to lose trust is to give incorrect information and have to turn around and give you corrected information. Confidence in the accuracy is paramount. Parker is looking over the document explaining the TA funding and how it has changed over the last seven to eight years. He is double-checking behind Annie to make sure that the numbers are correct.

I do appreciate your interest in ensuring that every dollar is expended correctly and efficiently. In the end, I will be a better superintendent, you will be a better board member and our kids will benefit from both. The knowledge you will acquire as a board member ultimately helps us deliver the top quality education our children will receive in the end.

## Thank you for serving the students of Rockingham County

### Rodney

On Tue, Feb 26, 2019 at 5:16 PM Isley, Doug <[disley@rock.k12.nc.us](mailto:disley@rock.k12.nc.us)> wrote:

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Sent from Gmail Mobile

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## Trash photos/ Dillard

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**email: "disley@rock.k12.nc.us Isley, Doug" Monday, February 25, 2019 at 12:20:14 PM Eastern Standard Time**  
To: email: "skparks@rock.k12.nc.us Sonja Parks"

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**email: "disley@rock.k12.nc.us Isley, Doug" Monday, February 25, 2019 at 12:20:27 PM Eastern Standard Time**  
To: email: "skparks@rock.k12.nc.us Sonja Parks"

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**email: "disley@rock.k12.nc.us Isley, Doug" Monday, February 25, 2019 at 12:20:34 PM Eastern Standard Time**  
To: email: "skparks@rock.k12.nc.us Sonja Parks"

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**email: "disley@rock.k12.nc.us Isley, Doug" Monday, February 25, 2019 at 12:20:35 PM Eastern Standard Time**  
To: email: "skparks@rock.k12.nc.us Sonja Parks"

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**email: "disley@rock.k12.nc.us Isley, Doug" Monday, February 25, 2019 at 12:20:37 PM Eastern Standard Time**  
To: email: "skparks@rock.k12.nc.us Sonja Parks"

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**email: "disley@rock.k12.nc.us Isley, Doug" Monday, February 25, 2019 at 12:20:43 PM Eastern Standard Time**  
To: email: "skparks@rock.k12.nc.us Sonja Parks"

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**email: "disley@rock.k12.nc.us Isley, Doug" Monday, February 25, 2019 at 12:20:47 PM Eastern Standard Time**  
To: email: "skparks@rock.k12.nc.us Sonja Parks"

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**email: "skparks@rock.k12.nc.us Parks, Sonja" Tuesday, February 26, 2019 at 8:44:33 PM Eastern Standard Time**



To: email: "disley@rock.k12.nc.us Isley, Doug"

Thank you for bringing this to my attention. This has been cleaned up. Have a great evening!  
Sonja

On Mon, Feb 25, 2019 at 12:21 PM Isley, Doug <[disley@rock.k12.nc.us](mailto:disley@rock.k12.nc.us)> wrote:

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--

Sonja Parks, Ed.D.  
Assistant Superintendent  
Rockingham County Schools  
511 Harrington Highway  
Eden, NC 27288  
(336) 627-2681 work phone  
(336) 239-2550 cell phone  
(336) 627-2783 fax  
Twitter: @parkss12

RCS VISION 2020:  
Collaborator.  
Communicator.  
Community Engagement.  
Creative & Critical Thinker.  
Goal Oriented & Resilient Individual

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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 9:09:32 PM Eastern Standard Time**  
To: email: "skparks@rock.k12.nc.us Sonja Parks"

Please

On Tue, Feb 26, 2019, 8:44 PM Parks, Sonja <[skparks@rock.k12.nc.us](mailto:skparks@rock.k12.nc.us)> wrote:

Thank you for bringing this to my attention. This has been cleaned up. Have a great evening!  
Sonja

On Mon, Feb 25, 2019 at 12:21 PM Isley, Doug <[disley@rock.k12.nc.us](mailto:disley@rock.k12.nc.us)> wrote:

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(336) 239-2550 cell phone  
(336) 627-2783 fax  
Twitter: @parkss12

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Communicator.  
Community Engagement.  
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**email: "disley@rock.k12.nc.us Isley, Doug" Tuesday, February 26, 2019 at 9:10:01 PM Eastern Standard Time**  
To: email: "skparks@rock.k12.nc.us Sonja Parks"

Please don't feel that you have to respond to me this late in the evening. I appreciate it but you need your downtime just like anybody else.

Have a good evening.  
Doug

On Tue, Feb 26, 2019, 8:44 PM Parks, Sonja <[skparks@rock.k12.nc.us](mailto:skparks@rock.k12.nc.us)> wrote:  
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Assistant Superintendent

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[Twitter: @parkss12](https://twitter.com/parkss12)

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## FYI: Talent Show

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email: "ccorcoran@rock.k12.nc.us Wednesday, February 27, 2019 at 9:07:58 AM Eastern Standard Time  
Corcoran, Cindy"

To: email: "bhuss@rock.k12.nc.us Brent Huss" , email: "brent@bhhengineering.com Brent Huss" , email:  
"paula.rakestraw@gmail.com Paula Rakestraw" , email: "kmc michael@rock.k12.nc.us Kimberly McMichael" , email:  
"abell@rock.k12.nc.us Amanda Bell" , email: "adbell@bellsouth.net Amanda Bell" , email: "bwyatt@rock.k12.nc.us  
Bob Wyatt" , email: "disley@rock.k12.nc.us Doug Isley"  
Cc: email: "nlancaster@rock.k12.nc.us Nicole Lancaster"

Board members: Good morning

In case you can attend I'd like to share the following information:

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- Judges are Sharon Barnett, Sheriff Sam Page and District Attorney Jason Ramey.
- The 8th grade girl's chorus will perform.

With Best Regards, Cindy

**Cindy**

**A. Corcoran, Ed.D.**

**Rockingham County Schools - LEA 790  
Assistant Superintendent of  
Instructional Support Services  
511 Harrington Hwy.**

**Eden, NC 27288**

[Email]: [ccorcoran@rock.k12.nc.us](mailto:ccorcoran@rock.k12.nc.us)

[Workphone]: 336-627-2688 or Ext: 72688

[Fax]: 336-627-6619

[Twitter]: [@CcorcoranCindy](https://twitter.com/CcorcoranCindy)

***"Do the best you can until you know better. Then when you know better, DO BETTER" ~ Maya Angelou***

***RCS VISION 2020:  
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Communicator.  
Community Engagement.  
Creative & Critical Thinker.  
Goal Oriented & Resilient Individual.***

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**email: "abell@rock.k12.nc.us Bell, Wednesday, February 27, 2019 at 9:09:53 AM Eastern Standard Time Amanda"**

To: email: "ccorcoran@rock.k12.nc.us Corcoran, Cindy"

Cc: email: "adbell@bellsouth.net Amanda Bell" , email: "bwyatt@rock.k12.nc.us Bob Wyatt" , email: "brent@bhhengineering.com Brent Huss" , email: "bhuss@rock.k12.nc.us Brent Huss" , email: "disley@rock.k12.nc.us Doug Isley" , email: "kmc michael@rock.k12.nc.us Kimberly McMichael" , email: "nlancaster@rock.k12.nc.us Nicole Lancaster" , email: "paula.rakestraw@gmail.com Paula Rakestraw"

Thanks for sharing this information!  
Amanda

On Wed, Feb 27, 2019 at 9:08 AM Corcoran, Cindy <[ccorcoran@rock.k12.nc.us](mailto:ccorcoran@rock.k12.nc.us)> wrote:

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---

email: "disley@rock.k12.nc.us Isley,      Wednesday, February 27, 2019 at 10:19:46 AM Eastern Standard Time  
Doug"

To: email: "ccorcoran@rock.k12.nc.us Cindy Corcoran"

T

On Wed, Feb 27, 2019, 9:08 AM Corcoran, Cindy <[ccorcoran@rock.k12.nc.us](mailto:ccorcoran@rock.k12.nc.us)> wrote:

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email: "disley@rock.k12.nc.us Isley, Wednesday, February 27, 2019 at 10:20:16 AM Eastern Standard Time  
Doug"

To: email: "ccorcoran@rock.k12.nc.us Cindy Corcoran"

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