



School News

Important Dates Coming Soon

Celebrating Black History

The third annual Black History Month Celebration is Feb. 22 to 26 at the Jesse L. Starkey Administration Building. Staff can celebrate Black History Month by wearing the color black or apparel that highlights Black culture and accomplishments. Due to COVID-19 protocols that call for social distancing, a group picture cannot be taken this year. However, Kim Hairston, director of equity and diversity, is collecting photos of staff members celebrating Black History Month for a collage. To submit photos, email Hairston at khairston@ccboe.com.

Work session set Feb. 22

The Board of Education of Charles County is holding an in-person work session 6 p.m., Monday, Feb. 22, at the Jesse L. Starkey Administration Building. The Starkey Building is located at 5980 Radio Station Road in La Plata. Public Forum for this meeting is in person. No virtual format will be offered. The deadline to register was noon Feb. 19. The agenda includes topics Facility Funding Task Force; House Bill 1060/Senate Bill 749: Board of Education Membership Alteration and Full Student Board Voting Rights Bill; and Phase-in timeline of the reopening of schools.

Mark calendars, set DVRs

North Point High School's *It's Academic* team is competing 10 a.m. Feb. 27 on NBC4.

Vote for Vinson

Stephanie Vinson, a STEM teacher at Benjamin Stoddert Middle School, is in the running to be the Most Valuable Teacher in the NHL's Future Goals program. You can vote every day for Vinson through Feb. 28 by [clicking on her photo here](#).



People all over the world

J.C. Parks Elementary School held a Love Train on Feb. 10 — a drive-thru trunk-or-treat type event where staff handed out candy and treats from their decorated vehicles to students who stopped by. Top, kindergarten teacher Kim Cline, left, and Kayla Hare, kindergarten instructional assistant, greets a student with an elbow bump. Left, media specialist Dawn Murphy-Marshall, left, and technology facilitator Ashley Lyles prepare to greet students and their families. Murphy-Marshall organized the event as a way to connect with students who staff haven't seen in person since schools have been virtual.

Students in Phase 2 set to return to schools next month

Charles County Public Schools (CCPS) will reopen its doors to students on Monday, March 22. Students identified to return for in-person learning under Phase 2 and with parent permission start back March 22. CCPS recently provided parents with a return to school survey to begin planning for the reopening of schools.

During Phase 2, the learning schedule remains the same. Students, whether in-person at a school or virtually, will have classes on Monday, Tuesday, Thursday and Friday. Wednesdays will remain asynchronous learning days for the entire 2020-21 school year.

The Board of Education on Feb. 9 voted 5 to 2 for CCPS to begin Phase 2 on March 22. To prepare for Phase 2, all staff and teachers

return to schools and offices Feb. 22.

Phase 2 includes special populations of students. There are 2,541 students whose parents have indicated to CCPS their children will return to in-person learning March 22. Phase 2 students include:

- Students receiving special education services;
- English Learners (EL) students;
- Students who have a 504 plan;
- Students who do not have internet access at home;
- Students who are homeless or displaced/living in foster care;
- Students who are children of CCPS employees; and high school juniors and seniors enrolled in certain Career

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Notebook

On the cover

The Board of Education of Charles County honored outstanding employees at its February meeting including Kimberly McCloskey, ACHIEVE teacher, Dr. Thomas L. Higdon Elementary School; Cheryl Birmingham, pupil personnel worker, La Plata High School; and Juan Gilmer, computer analyst, Berry Elementary School, who also supports technology at Mattawoman Middle School.

Sporting chance

The Charles County Public Schools (CCPS) spring athletic season starts March 15, with physical conditioning sessions beginning March 1. Spring sports include baseball, lacrosse, softball, track and field, and tennis.

The season is open to any CCPS high school student, whether attending school virtually or returning to school in person March 22 during Phase 2. Click on the Students tab at ccboe.com, then click Athletics [to view state guidelines](#). Competitions begin in April, with county championships slated to be held the week of May 24. Spectator capacity at all events will be limited with guests required to follow social distancing guidelines outlined by the MPSSAA. Tickets will not be available to purchase in person, all tickets must be purchased online in advance. Schools will make online tickets available as the season begins. A schedule of [upcoming games and events can be found here](#).

Employee Assistance Program

CCPS has an Employee Assistance Program (EAP) provider, Deer Oaks EAP Services. The EAP benefit covers six confidential short-term counseling visits for contracted employees who work more than 20 hours per week and their immediate families. Deer Oaks coordinates with CCPS's health plan in some cases. For information, call 888-993-7650 or go to <https://www.deeroakseap.com>. The member login and password are ccboe.

Referee association honors La Plata's Pauole

The Capital Area Soccer Referee Association (CASRA) honored La Plata High School athletic director Rich Pauole last year for his support of the soccer program.

CASRA recognizes one athletic director from each district in the tri-county area.

Pauole has been the athletic director at La Plata for the past five years. He is well known among the La Plata school community for his commitment to sports programs, students and student athletes.

Pauole is one of six athletic directors with Charles County Public Schools (CCPS).

Last month, Dominic Zaccarelli, the longtime athletic director and coach at Westlake High School, passed away.

To honor Zaccarelli's legacy and his passion for sports and the success of all students, CASRA officials renamed its award recognition in his honor.

On Wednesday, Feb. 10, Marjorie Wat-

son from CARSA presented Pauole, as well as athletic directors from Calvert and St. Mary's counties, with new award certificates in Zaccarelli's name.

Joining Watson in the recognition were members of Zaccarelli's family, including his wife, Kris; son Tony and his wife, Kaitlyn; and his daughter, Rachel.

Also present were VaShawne Gross, athletic director at Huntingtown High School, and Ryan Hanley, athletic director at Great Mills High School.

Zaccarelli's son Tony is the current head football coach at Westlake. Kaitlyn Zaccarelli is the girls' soccer coach at Westlake.



Rich Pauole

Superintendent search officially begins

Board of Education of Charles County is beginning its search for a new Superintendent of Schools to replace Superintendent Dr. Kimberly Hill, who has announced she is retiring June 30, 2021.

Search consultants from the Maryland Association of Boards of Education (MABE) recently met with Board members to brief them on the search process and to begin developing a timeline.

William Middleton, lead MABE search consultant, said the search is a "patience-building process that will not happen overnight."

Middleton said MABE conducts a professional, transparent, open and fair process for everyone involved. He also emphasized that each Board member must agree to abide by several protocols to maintain the confidentiality of applicants and their information and until the Board identifies them as a finalist for the position.

MABE is soliciting community input about Charles County Public Schools (CCPS) through a survey. The purpose of this survey is to determine what characteristics the public believes should guide the Board's search for a new superintendent

and what challenges the public believes the new superintendent will face. The survey is open until Feb. 21, 2021, and may be completed by opening the following link: <https://tinyurl.com/qgv6c4p8>.

A Spanish version of the survey is available at <https://tinyurl.com/hzhf4dgb>.

MABE will compile the community input and provide it to Board members to help them develop the criteria and characteristics the new superintendent should possess. The information will also be used to develop a brochure and advertisements soliciting superintendent candidates. The Board will advertise nationally for the position beginning in February and MABE will start screening applications in March. First round interviews will be held virtually in late March.

The Board plans to make a final decision and an announcement by the end of May.

Any questions regarding the survey or search process should be directed to William Middleton at MABE (wmiddleton@mabe.org), or Virginia McGraw at the Charles County Board of Education (vmcgraw@ccboe.com).

Inclement weather procedures update for Phase 1 — new code added

Charles County Public Schools (CCPS) has inclement weather procedures in place for Phase 1 – virtual learning for all students – for the 2020-21 school year. A new code, Code V, has been added to the procedures. Inclement weather announcements include procedures for both students and CCPS staff.

Inclement weather announcements are posted at ccboe.com and CCPS social media, sent to staff by email, and recorded on the 24-hour information line at 301-934-7410/301-932-6656. Staff can opt-in for text message updates by texting Y or YES to 67587 (mobile number must be on file with Human Resources).

The following are procedures as of Feb. 10, 2021, and how they affect CCPS staff. Staff weather codes may be updated once CCPS begins Phase 2.

New code – Virtual instruction, Code V: CCPS buildings and offices closed

- Virtual instruction starts on time for students and teachers.
- CCPS buildings and offices are closed.
- Essential staff report on time.
- All employees except essential staff report on time (from a remote location). This does not apply to Food and Nutrition Services staff.
- All CCPS meal service is canceled (both curbside meal distribution sites and the mobile meals program).
- Food and Nutrition Services staff do not report to work.
- Building services and identified essential staff physically report to work on time.
- Jesse L. Starkey Administration Building staff report to work on time remotely.
- Instruction, support, meetings and related services provided remotely.

• Teachers without reliable internet access should utilize their asynchronous lesson plans.

• Students who are absent and receive an excused absence will have 72 hours to access recorded instruction and allowed to make up assignments. Parents must send a note to school to request the excused absence.

Virtual instruction one-hour delay, Code 1

- Virtual learning starts one hour late for students and teachers.
- Staff have a one-hour delay in reporting to work (whether working on site or remotely).
- Essential staff report on time.
- Staff who do not have reliable internet or are not telework approved should follow the code system or take leave.
- Learning support centers and internet cafes at all schools are closed.
- Curbside morning meal service (7 to 8 a.m.) and mobile meal service is canceled.
- Curbside meal sites operate the afternoon distribution as usual from 10:30 a.m. to 1:30 p.m.
- Food and Nutrition Services staff report on time.
- Liberal leave is in effect.

Virtual instruction two-hour delay, Code 2

- Virtual learning begins two hours late for students and teachers.
- Staff have a two-hour delay in reporting to work (whether on site or remotely).
- * Essential staff report on time.
- Staff who do not have reliable internet or are not telework approved should follow the code system or take leave.
- Learning support centers and internet cafes at all schools are closed.
- Curbside morning meal service (7 to 8

a.m.) and mobile meal service is canceled.

• Curbside meal sites operate the afternoon distribution as usual from 10:30 a.m. to 1:30 p.m.

• Food and Nutrition Services staff report on time.

• Liberal leave is in effect.

Schools closed, Code Red

- No virtual instruction takes place.
- School buildings and offices are closed.
- CCPS meal sites are closed.
- Essential staff report to work on time.

Schools closed, Code Blue

- No virtual instruction takes place.
- School buildings and office are closed.
- CCPS meal sites are closed.
- No staff report to work.

*Designated essential staff include:

- Operations supervisory staff
- Building service managers
- Asst. building service managers
- Building service workers
- Maintenance staff as determined by the supervisor of maintenance
- Life Safety Systems Personnel
- Transportation supervisory staff as determined by transportation director

Liberal leave is unscheduled leave that employees may take in the event of extreme weather, or a similar emergency, prevents them from coming into work. Employees can be absent for a portion of the workday, or for the entire workday and are charged paid leave (annual, compensatory or personal) or leave without pay for the absence. Employees must notify their supervisor if they intend to take liberal leave.

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and Technical Education (CTE) courses.

Students and staff will be required to follow safety guidelines in place, including wearing a mask, social distancing and coming to school free of any symptoms of illness. Guidelines are outlined in the Reopening plan [posted here on the CCPS website](#).

New to the plan is the availability of rapid COVID-19 tests in school health offices. School nurses will be able to rapid test any student or staff member showing COVID symptoms. CCPS will provide bus transportation to parents at request.

The return to school survey asked parents to identify transportation

needs. Bus stop information will be posted to StudentVue and ParentVue accounts as finalized.

CCPS also is working to secure before- and after-care at county elementary schools.

Details about CCPS will continue its free meals program for children ages 2 to 18 for the rest of the school year. Modifications may be made to accommodate in-school meal service with curbside and mobile meals.

CCPS will provide more information to parents who indicated their children are returning for Phase 2.

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The Charles County public school system does not discriminate on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity, age or disability in its programs, activities or employment practices. For inquiries, please contact Kathy Kiessling, Title IX/ADA/Section 504 Coordinator (students) or Nikial M. Majors, Title IX/ADA/Section 504 Coordinator (employees/ adults), at Charles County Public Schools, Jesse L. Starkey Administration Building, P.O. Box 2770, La Plata, MD 20646; 301-932-6610/301-870-3814. For special accommodations call 301-934-7230 or TDD 1-800-735-2258 two weeks prior to the event.

CCPS provides nondiscriminatory equal access to school facilities in accordance with its Use of Facilities rules to designated youth groups (including, but not limited to, the Boy Scouts).

North Point donates to pantry, Our Place

Members of North Point High School's National Technical Honor Society and Air Force JROTC recently held a food drive to benefit Our Place Soup Kitchen and The Arnold House. The students and staff collected more than 3,000 items. Madison Kavlick, a senior, won an award for collecting the most monetary donations that went toward the purchase of more than 900 items.



Above, North Point High School teachers Rita Koenig, left, and Jill Bodamer help pack up food for Our Place Soup Kitchen and The Arnold House. Right, Madison Kavlick, a senior won an award for collecting the most monetary donations.



Drive collects 100 coats

Courtney Roberts, school counselor at T.C. Martin Elementary School, recently dropped off 100 coats collected by Martin students, staff and community for Charles County Public Schools (CCPS) students in need. To make a donation, contact Bethany Goodwin at bgoodwin@ccboe.com.

Personnel

Apply for positions online at www.ccboe.com/jobs/currentopenings.php. All teaching positions require a bachelor's degree and MSDE certification requirements.

Job Openings

Human Resource Assistant — Jesse L. Starkey Administration Building, 12-month position. High school diploma required with an associate's degree in human resources, business or a related area. Five years of clerical experience, two of which must include experience coordinating project and programs independently. Apply by Feb. 22.

IEP Facilitator — Dr. Gustavus Brown Elementary School, 11-month position. Bachelor's degree required, master's degree preferred. Three years of satisfactory special education classroom teaching experience required. Apply by Feb. 22.

Carpenter II — CCPS Maintenance Shop,

12-month position. High school diploma or any combination equivalent to completion of an apprenticeship required. Minimum of six years journey-level experience preferred. Position open until filled.

Computer Analyst — Jesse L. Starkey Administration Building, 12-month position. High school diploma required along with one to three years of technically progressive work experience in information networks and user support. Position open until filled.

Staff Accountant — Internal Controls/Audit — Jesse L. Starkey Administration Building, 12-month position. Bachelor's degree with a specialization in accounting and audit required. A master's degree or Certified Public Accountant (CPA) preferred. Position open until filled.

Art Teacher — All elementary schools, 10-month position. Position open until filled.

Business Education Teacher — Location to be determined, 10-month position.

Computer Science Teacher — Location to be determined, 10-month position.

Early Childhood Teacher — Location to be determined, 10-month position.

English Teacher — All high schools, 10-month position.

ESOL Teacher — Location to be determined, 10-month position.

Family and Consumer Science Teacher — Location to be determined, 10-month position.

French Teacher — Location to be determined, 10-month position.

Language Arts Teacher — Location to be determined, 10-month position.

Library Media Specialist — Location to be determined, 10-month position.

Mathematics Teacher — Location to be determined, 10-month position.