

**Minutes of the Vance County Board of Education Meeting
November 20, 2023**

The Vance County Board of Education met in regular session on November 20, 2023, at 6:00 p.m. in the Administrative Service Center Boardroom. Board members present were Mrs. Gloria J. White, Chair, Randy M. Oxendine, Vice-Chair, Mrs. Linda S. Cobb, Mrs. Ruth M. Hartness, Mrs. Dorothy W. Gooche, Mr. Edward B. Wilson, and Dr. Omega T. Perry. Senior staff present were Dr. Cindy Bennett, Superintendent, Mr. Rey Horner, Executive Director for Student Services, Mr. John Suther, Chief Finance Officer, Dr. Destiney Ross-Putney, Chief Officer of Instruction and Innovation, Mrs. Aarika Sandlin, Director of Communication and Marketing, Mr. Kevin Perdue, Chief Operations Officer, Mrs. Marsha Abbott, Chief Technology Officer, and Dr. Jennifer Carraway, Chief Human Resources Officer. Mr. Jerry Stainback, School Board Attorney was absent.

Mrs. White called the meeting to order at 6:00 p.m. and welcomed everyone. A moment of silence was observed.

Approval of Minutes

Approval of the October 9, 2023 minutes was motioned by Mrs. Hartness, and seconded by Mr. Oxendine with a unanimous (7-0) vote.

Approval of Meeting Agenda

Approval of the meeting agenda and the following additions were motioned by Mr. Oxendine, and seconded by Mr. Wilson, the Board unanimously (7-0) approved the agenda.

- III. October Board Minutes Revised
- VIII. A. Personnel Addendum
- VIII. E. Curriculum Committee Minutes Revised
- X. B. Transfers Revised

Recognitions/Announcements

Government Finance Officers Association (GFOA) Award

The Certificate of Achievement is the highest form of recognition in the area of governmental accounting and financial reporting, and its attainment represents a significant accomplishment by a government and its management. GFOA notified Mr. Suther that the district’s annual comprehensive financial report for the fiscal year ended June 30, 2023, has met the requirements to be awarded GFOA’s Certificate of Achievement for Excellence in Financial Reporting. Dr. Bennett and the Board thanked Vance County School’s Finance team for their hard work.

Vance County Schools Veterans

November 11, 2023, was Veterans Day and VCS employees who served in the military were honored with a pin. Mr. Wilson was also honored for his service. Veterans Day is a celebration to honor America’s veterans for their patriotism love of their country, and willingness to serve and sacrifice for the greater good. The district values and respects our veterans for the service they provided to this country.

UNITED STATES ARMY			
Jesse Pendergrass	Sergeant	Served 16 years and counting	Electrician
George Pettiford	Sergeant	Served 10 years	EC Instructional Assistant
Fred Jones	Specialist E-4	Served 6 years	Head Custodian
Ralphel Holloman, Sr.	Private First Class	Served 2 years	At-Risk Support Specialist
Kim Crews	Private Second Class	Served 11 months	Cost Clerk
Kevin Johnson	Specialist E-5	Served 6 years	EC Teacher
Michael Alston	Master Sergeant	Served 31 years	Distribution
Richard Batts	Private	Served 8 years	Teacher Assistant
Jesse Zackery	Specialist E-4	Served 8 years	Maintenance Crew Leader

Charles Brame	Private	Served 6 years	Custodian
Terisa Tribble	Sergeant	Served 14 years	Art Teacher
UNITED STATES AIR FORCE			
Jim McMillen	Senior Master Sergeant	Served 26 years	Air Force JROTC Instructor
Garry Lunsford	Colonel	Served 25 years	Air Force JROTC Instructor
Dr. Stephanie Ayscue	Senior Airman	Served 4 years	Principal
Adrian Davis	Airman First Class	Served 3 years	Transportation Specialist/Office Assistant
Christian Salinas	Staff Sergeant	Served 8 years	Teacher
Juliet Black-Jasnosz	First Lieutenant	Served 3 years	Assistant Principal
Tracey Fontanet	Airman First Class	Served 2.5 years	Imagineering Teacher
David Hunt	Technical Sergeant	Served 20 years	Nutrition Assistant
MARINES			
Milton Thomas, Jr.	Chief Warrant Officer 5	Served 30 years	Media Assistant
Reginald Shearin	Sergeant	Served 4 years	Alternative Learning Center Coordinator

National School Psychology Week

National School Psychology Week is November 6-10 and Dr. Patricia Maggio, VCS psychologist, was honored for providing her expertise to the district and advocating for mental health. Dr. Bennett and the Board also thanked Dr. David Caron and Dr. Selena White for providing contract support to the district.

National STEM/STEAM/CFI Day

National STEM/STEAM Day is November 8. This day is celebrated yearly to encourage children to explore science, technology, art, engineering, and math careers. STEM Early High, E.M. Rollins STEAM Academy, and staff from the Center for Innovation were honored for their work around STEM and STEAM. A presentation was shared highlighting STEM/STEAM work taking place in their schools.

Mr. Oxendine shared that National Native Heritage Month is celebrated each year in November. It is a time to celebrate the traditions, languages, and stories of Native American, Alaska Native, Native Hawaiian, and affiliated Island communities and ensure their rich histories and contributions continue to thrive with each passing generation.

Public Comments – None

Superintendent’s Report

Fiscal Oversight Monthly Report

The Fiscal Oversight Monthly Report is for information only. The October payroll reflected the new state salary increases and retro pay. Retro included pay for July – September. Principal legislated bonuses were paid and in October, qualifying staff received the Local Longevity Bonus.

Continuous Improvement Quarterly Update

Dr. Bennett shared that she has met with principals for their quarterly reviews and information such as metrics, walkthroughs, SIP planning, and concerns was shared to increase support in identified areas. Dr. Bennett thanked the bus drivers and principals for their work in the transportation department.

Fall Sports Update

The fall sports season was good and honors/recognitions will be showcased at the January board meeting.

Board of Education Standing Committees

Personnel

Mrs. White shared information from the November 7, 2023 meeting.

I. EMPLOYMENT RECOMMENDATION(S)

LOCATION	EMPLOYEE NAME	RACE/SEX	POSITION	EFFECTIVE DATE
ASC (Based at L.B. Yancey)	Michelle Wells	B/F	EC Program Specialist	11/14/2023
ASC (Based at VCHS)	Mahalia Harrison	B/F	EC Program Specialist	12/04/2023
Carver	Marinda Baker	B/F	Teacher	11/13/2023
VCHS	Terry White	B/F	Custodian	11/13/2023
ASC	Alissa Evans	B/F	Student Intern	10/23/2023
Carver/V3A	Marvalene Mouzon	B/F	Guidance Counselor	11/13/2023
Carver	Rosemary Bullock	W/F	Cafeteria Assistant	10/18/2023
E.M. Rollins	Ann Tonette Alvaran	A/F	EC Teacher	10/17/2023
E.M. Rollins	Ashley Clarke	W/F	Cafeteria Assistant	10/30/2023
New Hope	Carolina Carraway	W/F	Teacher	10/30/2023
New Hope	Jasmine Rogers	B/F	Part-Time Counselor	10/10/2023
STEM	Dalla Ashe	B/F	Cafeteria Assistant	10/19/2023
VCHS	Jerry Best	W/M	Automotive Teacher	11/06/2023
VCHS	Jesse Lee Griffin	W/M	Custodian	10/16/2023
VCHS	Michele Duncan	W/F	Cafeteria Assistant	11/06/2023
VCMS	Sheneika Campbell	B/F	Teacher	10/01/2023
Zeb Vance	Candy Maghanoy	A/F	EC Teacher	10/09/2023
Zeb Vance	Chad Lassister	W/M	Cafeteria Assistant	10/16/2023

II. RETIREMENT(S)

LOCATION	EMPLOYEE NAME	RACE/SEX	POSITION	EFFECTIVE DATE
Aycock	Laurie Parker	W/F	Receptionist	1/01/2024

III. RESIGNATION(S)

LOCATION	EMPLOYEE NAME	RACE/SEX	POSITION	REASON	EFFECTIVE DATE
Advance Academy	Linnoya Watkins	B/F	Teacher	Career Change	11/28/2023
Aycock	Taylor Hedgepeth	W/F	Teacher	Family Responsibility	01/02/2024
Carver/ EO Young	Naomi Miller	W/F	Teacher	Career Change	12/08/2023
Pinkston	Tanjah Moore	B/F	Teacher Assistant	Family Responsibility	11/09/2023
Vance Virtual Village Academy	Kerry Morrison-Thomas	B/F	Teacher	Teach in another NC School district	12/01/2023
E.M. Rollins	Hannah Yeboah-Fenteng	B/F	EC Teacher Asst.	Family Responsibility	11/10/2023
L.B. Yancey	Brianna Fuller	B/F	Teacher	Health	10/24/2023
Pinkston	Simone Smith	B/F	Teacher	Family Responsibility	11/17/2023
Transportation	Marshall Hunt	B/M	Bus Driver	Termination due to Invalid License	10/24/2023
Zeb Vance	Ayana Lewis	B/F	Teacher	Career Change	11/21/2023

IV. TRANSFER/PROMOTION(S) – For Information Only

NEW LOCATION	EMPLOYEE NAME	NEW POSITION	OLD POSITION / LOCATION	EFFECTIVE DATE
E.M. Rollins	Ellen McAllister-Flack	Pre-K Teacher	Kindergarten Teacher / E.M. Rollins	11/06/2023
VCHS	Michael Terry Jr.	Assistant Principal	Dean of Students / VCHS	11/06/2023

VCHS	Mildred Talley	Full-Time Bus Driver	Part-Time Bus Driver	VCHS	10/24/2023
VCMS	Riyaldh Johnson	Full-Time Bus Driver	Part-Time Bus Driver	VCMS	10/24/2023
New Hope	Cassandra Jennings	Substitute Bus Driver	Bus Driver	New Hope	10/16/2023

V. TEMPORARY/SUBSTITUTE EMPLOYEE(S)

LOCATION	EMPLOYEE NAME	RACE/SEX	POSITION	EFFECTIVE DATE
Pinkston	Armand Hargrove	B/M	Tutor	11/16/2023
VCHS	Terry Baxter	B/M	Administrative Intern (<i>Fayetteville State University</i>)	11/16/2023
Zeb Vance	John Andrews	B/M	Tutor	11/07/2023
E.O. Young	Lori Kirkland	W/F	Tutor	10/16/2023
L.B. Yancey	Crystal Richardson	B/F	Tutor	10/02/2023
E.M. Rollins	Juanita Wilkerson	B/F	Tutor	09/12/2023

VI. LEAVE – For Information Only

LOCATION	EMPLOYEE NAME	RACE/SEX	LEAVE TYPE	POSITION	EFFECTIVE DATE
Carver	Henri Parham	W/F	FMLA	Teacher Assistant	10/30/2023 - 11/28/2023
Pinkston	Kevin Johnson	B/M	Short-Term Disability	Teacher	11/03/2023
VCHS	Bridget Bailey	W/F	FMLA	Teacher	10/13/2023 - 10/30/2023
ASC	Amy Langston	B/F	FMLA	CTE Coordinator	08/29/2023
Aycock	Sherrika Fogg	B/F	Medical	Teacher	09/20/2023
Dabney	Ashley Rogers	W/F	FMLA	Teacher	01/01/2024
Dabney	Raquel Dunston	B/F	Medical	Teacher	10/13/2023
VCEC	Carol Simmons	B/F	FMLA	Guidance Counselor	09/21/2023
E.O. Young	Robin Brooks	W/F	FMLA	Teacher Assistant	10/13/2023
E.O. Young	John Twisdale	W/M	Medical	Teacher	10/03/2023
Carver					
STEM	Pamela Anderson	B/F	FMLA	Teacher	10/03/2023
VCMS	Shameka Manson	B/F	Medical	Teacher	10/03/2023
V3A	Mattie Waters	B/F	FMLA	Teacher	10/09/2023

VII. CONTRACTED SERVICES – For Information Only

DEPARTMENT/LOCATION	EMPLOYEE NAME	RACE/SEX	POSITION	EFFECTIVE DATE
Elementary Schools	Arnetra Terry	B/F	NC Ed Corps Tutor	10/25/2023
E.M. Rollins	William Hawkins III	B/M	CLIMB Program	10/02/2023
E.M. Rollins	Meredith Ange	W/F	Virtual Speech Language Pathologist Supervisor	10/12/2023
Aycock/Zeb Vance	Alexis Harwood	W/F	Occupational Therapist	10/27/2023
Dabney/LB Yancey	Lexia Langley	B/F	EC Speech Language Pathologist	
Zeb Vance	Jill Balok	W/F	Nurse	10/12/2023

VIII. OUTSIDE CONTRACTED SERVICES - For Information Only

DEPARTMENT/LOCATION	EMPLOYEE NAME	RACE/SEX	POSITION	EFFECTIVE DATE
All Schools	Leah Harris	O/F	Mental Health Provider <i>(The Bridge Consulting Group, LLC)</i>	11/15/2023
All Schools	Madison McFadden	O/F	Mental Health Provider <i>(The Bridge Consulting Group, LLC)</i>	11/09/2023
All Schools	Yuri Hinton	O/M	Community Resource	11/16/2023
All Schools	Alisha Shaw	B/F	Community Resource	10/12/2023

All Schools	Crystal Allen	W/F	Community Resource	10/12/2023
All Schools	Darius Pitt	B/M	Community Resource	10/12/2023
All Schools	Randall Elam	B/M	Community Resource	10/18/2023
All Schools	Jamie Washington	W/F	Mental Health Provider <i>(MOC Supports)</i>	10/18/2023
All Schools	Jennifer Rounds-Bryant	W/F	Mental Health Provider <i>(The Bridge Consulting Group, LLC)</i>	10/02/2023
All Schools	Jocelyn Hardy	B/F	Community Resource	10/12/2023
All Schools	Kayla Hawkins	B/F	Mental Health Provider <i>(Transitional Therapeutic Services, LLC)</i>	11/01/2023
All Schools	Keshawn McCleod	B/F	Mental Health Provider <i>(Licensed Clinical Social Worker)</i>	10/24/2023
All Schools	Takerah Macon	B/F	Mental Health Provider <i>(Nume Counseling)</i>	10/02/2023
All Schools	Marlene Peterkin	W/F	Mental Health Provider <i>(The Bridge Consulting Group, LLC)</i>	10/12/2023
All Schools	Morgan Williams	B/F	Mental Health Provider <i>(MOC Supports)</i>	10/02/2023
All Schools	Shander Meadows	B/F	Mental Health Provider <i>(Women, Children, & Family Counseling Services, PLLC)</i>	10/26/2023
All Schools	Shantel Hargrove	B/F	Community Resource	10/12/2023

IX. ADDITIONAL ASSIGNMENT - For Information Only

DEPARTMENT/LOCATION	EMPLOYEE NAME	RACE/SEX	POSITION	EFFECTIVE DATE
Dabney	Natasha Williams	B/F	Reach Associate	10/01/2023
L.B. Yancey	Melanie Pleasants	W/F	Multi-Classroom Leader II	11/13/2023
VCMS	Gloria Holden	B/F	Bus Driver	11/08/2023
Zeb Vance	Cindy Frazier	W/F	Reach Associate	11/16/2023
STEM EHS	Rasheedah Harris	B/F	Cafeteria Assistant	10/23/2023
VCHS	Dorothy Moss	B/F	EC Teacher Assistant	10/23/2023

X. OTHER

LOCATION	EMPLOYEE NAME	RACE/SEX	POSITION	REASON	EFFECTIVE DATE
VCHS	James White	B/M	ED Teacher Assistant	Deceased	11/16/2023

Other items discussed were the ESS Substitute System working well and vacancies coming down. Mr. Oxendine shared that he would like to discuss one name under the outside contract section on the personnel addendum summary list during the closed session.

Upon motion by Mrs. White and seconded by Mrs. Hartness the Board unanimously (7-0) approved the personnel summary and addendum except for the one name that will be discussed during the closed session.

Finance

Mr. Suther shared information from the October 25, 2023 meeting.

Allied Instructional Services (AIS)

AIS is an educational management company that provides schools with professional staff and programs for supporting the growth, development, and life skills of individuals with special needs. The district has two visually impaired students and the previous provider moved out of the area. This one-year contract will use \$30,000 of state EC funds.

Upon motion by Dr. Perry and seconded by Mrs. Cobb, the Board unanimously (7-0) approved the contract for Allied Instructional Services.

IXL Learning

IXL Learning is an online program where K-12 students can gain fluency and confidence with essential math skills through interactive questions and built-in support. IXL also offers personalized skills recommendations based on what each student has been practicing and what they are ready to learn next. This contract is for a one-year site license for math curriculum and will use \$66,348 of Title I funds.

Upon motion by Dr. Perry and seconded by Mrs. Gooche, the Board unanimously (7-0) approved the contract for IXL Learning.

Daily Deposit Amount Adjustment Law Change

NC Session law 2023-134 (HB259) states that local education administrative units can now hold up to \$1,500 instead of the previous \$250 before a deposit is made with the local Board of Education's approval. The Board accepted the law change of the daily deposit amount to \$1,500 as allowable.

Information Items shared from the NC 2023-2024 Budget updates

- Teachers and Instructional Support staff will receive an average raise of 7% effective 7/1/23
- Principals will receive a 4% increase in 2023-2024 and 2024-2025 school years
- Principal legislated bonuses were awarded on 10/17/23 to Pinkston, Early College, Aycock, New Hope, and Dabney
- Non-certified and central office staff will receive a 4% increase in 2023-2024 and 3% in 2024-2025
- Assistant Principals will receive step increases plus a schedule increase consistent with the teacher schedule
- Bus drivers will receive a 4% increase and an additional increase from \$4.7M to be distributed to LEAs for Local Boards to determine how to distribute.
- Retirement percent for 2023-2024 is 25.02% and for 2024-2025 it is 24.04%
- Health insurance for 2023-2024 is \$7,557 and for 2024-2025 it is \$8,095
- School Psychologist Allotment has changed to the School Health Allotment and will include social workers, nurses, and counselors
- Consolidated Teacher Bonus program will continue for AP/IB/AICE, CTE, 3-5 Reading and 4-8 math
- Virtual Charter Schools will be paid the same amount per pupil as regular charter schools
- Retro and Local Longevity Bonus payments for employees will be paid on 10/31/23
- Funding from the Indian Gaming money will increase classroom supplies and materials
- State Board of Education policy updates are needed for the following grants before they are executed
 - School Safety Grant, Economically Disadvantage Public Schools Support, CTE Modernization, Teacher Apprenticeship Grants, Health Career Promotion, STEM Grants, NBPTS Support, and CTE Homebuilding

Building and Grounds

Mrs. Hartness shared information from the October 26, 2023 meeting. The HVAC projects at VCMS and CFI will be completed summer of 2024. Shelters are nearing completion at all ten elementary schools and the playground equipment arrives in two weeks. One of the two new EC lift buses has been received and the other is expected next month. The surveys are being finalized for the surplus properties sold. The department completed 960 work orders.

Policy

The committee did not meet but Mr. Horner shared that the following policies dealing with the Parent's Bill of Rights 30-day review ended with no comments received.

1310/4002 (Parental Involvement) - Parents will cooperate with the school involving student homework attendance and behavior. These are the responsibility of the parents. The principal is responsible for directing the School Improvement Team. The change is that schools are now changing to a School Improvement Program from a School Improving Plan. Plans have to be publicized and must solicit parent input before finalizing the plan. This policy also includes parental notification regarding student physical and mental health, discussion related to student well-being, parental access to student records, student support services training, instruction on gender identity, sexual activity, and sexuality, and remedies for parental concerns related to student health. Parents may request in writing information from the principal any information that the parent has the right to access.

3210 (Parental Inspection of and Objection to Instructional Materials) - Parents have the right to inspect any instructional material that a school is using. Request must be made in writing and the principal has 10 business days to produce the materials and an explanation of how it will be used.

3540 (Comprehensive Health Education Program) - Instruction on gender identity, sexual activity or sexuality will not be included health education programs in K-4th grade. In other grades, parents can request to see the instructional materials being used.

4335 (Criminal Behavior) - The change/addition to this policy, the Principal or designee must promptly notify parents of a child who has been suspected of a criminal offense.

4720 (Surveys of Students) - It changes parental notification and consent requirements based on new state law requirements. For protected topics survey, analysis or evaluation that reveals information concerning the protected topics.

6120 (Student Health Services) - Vance County School will provide health services to students as required by "state law authorized".

7300 (Staff Responsibilities) - Staff will be responsible for supporting parents in effectively participating in their child's education and never encourage or coerce a child to withhold information from a parent.

Upon motion by Mrs. Cobb and seconded by Mr. Oxendine the Board unanimously (7-0) approved policies 1310/4002: Parental Involvement, 3210: Parental Inspection of and Objection to Instructional Materials, 3540: Comprehensive Health Education Program, 4335: Criminal Behavior, 4720: Surveys of Students, 6120: Student Health Services, and 7300: Staff Responsibilities.

Curriculum

Mrs. White shared information from the October 26, 2023 meeting. The district improvement plan will be available on the district website for public review and feedback from October 30 – November 15, 2023. The plan will be presented to the Board for approval on November 20 and then submitted to NCDPI before December 9. The objectives of the plan are Instructional Excellence and Alignment, Leadership Capacity, Professional Capacity, Walkthrough Tool, Planning and Operational Effectiveness, and Family and Community Engagement. For September, 610 contact hours were earned from 75 participants. The 2023-2024 LETRS Professional Development Plan was introduced highlighting the district's ability to now conduct training in-house. The State

Department of Instruction gave a favorable review of the district’s K-12 Literacy Intervention Plan commending the training provided to educators. A revision process for the K-12 Literacy Instructional Standards is underway, involving a review of standards at the district level and potential participation in the State’s data review committee. Questions were raised regarding student writing, reading levels, and outside-school experiences for EC. Literacy Intervention plan includes a personalized reading plan for each student and those with intensive needs receive extra support from a reading specialist. The psychologist is looking into whether dyslexia is a reason behind some students’ reading difficulties. A sample of handwriting and cursive writing from fourth graders from each school will be presented at the next committee meeting. Mrs. White shared that if you cannot write cursive you cannot read it and students need to know how to sign their signature. In addition, a list of experiences outside of the classroom will be provided. Dr. Bennett thanked the Board for approving the HBCU Festival trip quickly so students could participate.

Community & Business Relations

The committee did not meet.

New Business – None

Field Trips - None

Transfer Requests

Dr. Bennett presented eighteen student requests to transfer into the district and five to transfer out of the district.

Upon motion by Mr. Oxendine and seconded by Mrs. Cobb, the Board unanimously (7-0) approved the twenty-three transfer requests.

Executive Session

Upon motion by Mrs. White and seconded by Mr. Oxendine, the Board voted unanimously (6-0) to go into closed session pursuant to the provisions of North Carolina General Statutes 143-318.11 for the purpose of approving executive session minutes and discussing legal, personnel, and property issues pursuant to subsection (a) of the said statute at 6:43 pm.

The Board returned to the open session at 7:30 p.m.

Upon motion by Mr. Oxendine and seconded by Mrs. Hartness, the Board unanimously (7-0) approved to extend Dr. Bennett’s superintendent contract for another two years.

Being no further business, upon motion by Mr. Oxendine and seconded by Mrs. Gooche, the Board voted unanimously (7-0) to adjourn the meeting at 7:31 p.m.

BOARD CHAIR, GLORIA J. WHITE

SECRETARY, CINDY W. BENNETT