

**Minutes of the Vance County Board of Education Meeting  
March 11, 2024**

The Vance County Board of Education met in regular session on March 11, 2024, at 6:00 p.m. in the Administrative Service Center Boardroom. Board members present were Randy M. Oxendine, Chair, Mrs. Dorothy W. Gooche, Vice-Chair, Mrs. Linda S. Cobb, Mrs. Ruth M. Hartness, Mrs. Gloria J. White, Mrs. Ayana F. Lewis, 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, Mrs. Marsha Abbott, Chief Technology Officer, Dr. Jennifer Carraway, Chief Human Resources Officer, Mr. Kevin Perdue, Chief Operations Officer and Mr. Jerry Stainback, School Board Attorney.

Mr. Oxendine 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 February 12, 2024 minutes was motioned by Mrs. Hartness, and seconded by Mrs. White with a unanimous (7-0) vote.

**Approval of Meeting Agenda**

Approval of the meeting agenda and the following additions were motioned by Mrs. Hartness, and seconded by Mrs. Cobb, the Board unanimously (7-0) approved the agenda.

V. A. Arts in Our Schools Month

VII. D. Year-Over-Year Data Report

VIII. A. Personnel Addendum

**Recognitions/Announcements**

Read Across America Day/Seuss Birthday

On Read Across America Day, we celebrate the power of literacy to expand our minds and our understanding of the world around us. We salute all the parents, educators, authors, librarians, and mentors who encourage our children to read, and we appreciate the literature that dares them to think big. Read Across America Day, also recognized as Dr. Seuss Day, is an annual event that promotes the joy of reading, especially among children. Celebrated in honor of the birthday of Theodor Seuss Geisel, famously known as Dr. Seuss, the day is filled with reading events, character dress-ups, and a shared appreciation for the iconic stories that have charmed generations. During the month reading is emphasized more by hosting a free, family-friendly event at Vance County High School filled with literacy activities, free books, meet the author, book walks, an escape room and much more. On March 16, 2024, Arts Alive will be held at McGregor Hall highlighting all the talents in the district. Dr. Bennett shared that the district values art so much and will support the State arts endorsement on diplomas.

National School Social Worker Week

National School Social Work Week was March 3 – 9, 2024 and the theme was celebrating the “Pearls of Wisdom” that each Social Worker brings to their schools! School Social Work Week provides an excellent opportunity to “toot your own horn” and let others know how you are influencing the lives of students as you address barriers to learning and increase successful educational and academic outcomes.

BY THE GOVERNOR OF THE STATE OF NORTH CAROLINA  
A PROCLAMATION

WHEREAS, school social workers are mental health professionals who provide students and families with services related to social, emotional, and life adjustments to school and society; and

WHEREAS, school social workers are specifically trained and qualified to identify barriers to learning and achievement, and develop and implement strategies to address and eliminate these barriers; and

WHEREAS, school social workers help students achieve increased success, improve interpersonal relationships, cope with crisis situations, learn problem-solving skills, improve attendance, and build self-esteem; and

WHEREAS, school social workers promote the academic mission of schools by fostering educational environments that are safe; have supportive, fair, and responsive policies; and emphasize early intervention and positive behavioral interventions; and

WHEREAS, school social workers are trained to understand risk factors and warning signs of violent behaviors, aid in the prevention of school violence, and provide much needed services and support after a crisis has occurred; and

WHEREAS, Governor Cooper has proclaimed 2024 the "Year of Public Schools," underscoring their importance in our society, and recognizing that school social workers provide the vital link between the home, school, and community, offering essential support services that can make a positive impact on students' lives; and

WHEREAS, the State of North Carolina is proud to recognize the importance of social work in our schools and commends the school social workers throughout our state who are working to support our children;

NOW, THEREFORE, I, ROY COOPER, Governor of the State of North Carolina, do hereby proclaim March 3 - 9, 2024, as "SCHOOL SOCIAL WORKER WEEK" in North Carolina, and commend its observance to all citizens.

District Social Workers are Sharon Pettiford (Lead), Karen Smiley (Aycock/Pinkston), Jasmine Peace (Carver/EOY), Shaleshia Richardson (VCMS), Monica Evans (STEM/V3A), Kristen Tharpe-Rohring (LBY/Zeb), Elvia Boadi (EMR/New Hope), Karen Reece (Dabney/VCEC), Toni Harrell-Terry (Clarke), and Abril Bullock (VCHS)

#### Maintenance Worker Appreciation Day

March 4th is National Maintenance Worker Appreciation Day! We are so grateful for all of our maintenance, custodial, and grounds crews! They work tirelessly each day to keep our buildings and grounds in top shape. Our schools are clean and safe because of all the work our maintenance department does throughout the year. Thank you for all you do!

#### NC School Public Relations Association

The association Blue Ribbon Awards recognizes excellence in school communications and public relations efforts across the state. The district has received state recognitions in 2021-2023, making this the fourth consecutive year. The team consists of Dr. Destiney Ross-Putney, Aarika Sandlin, Stephen Jones, Kristin Jeffreys, Grace Herndon, and Patricia Burroughs. The categories are below:

Gold Award – Best of the Best for the Young Women’s Empowerment Special Events and Programs

Gold Award – Alumni Roll Call Digital Media Engagement

Silver Award – Superhero Principals – 16 Schools, 1 Mission Image/Graphic Design

Bronze Award – Sharing Our Story at New Heights Image/Graphic Design

**Public Comments** – None

#### **Superintendent’s Report**

Fiscal Oversight Monthly Report was shared for information only.

#### Cooperative Innovative High School Renewal

Vance County Early College High School is a cooperative innovative school that is up for renewal. Vance County Schools and partner, Vance-Granville Community College, request renewal of the agreement originally submitted.

Upon motion by Mrs. White and seconded by Mrs. Gooche the Board unanimously (7-0) approved the Cooperative Innovative High School renewal for Vance County Early College High School.

**Summer Program**

The district seeks to offer a Summer Program that will afford students the chance for remediation if he/she scored “not proficient” on the End-of-Grade (EOG) assessment or failed a course with an End-of-Course (EOC) assessment for 2023-2024 school year. Students who are within eight scale score points of being proficient will be invited for remediation. A teacher or parent can also recommend a student for remediation. Below is the Remediation Design:

- Grades 3-8 EOG Assessments: Students will have access to repeat elements of a course and/or subject or access to an enrichment opportunity for improving functional skills; this includes additional science instruction for grades 5 and 8, additional math instruction for grades 3-8 and additional reading instruction for grades 4-8.
- High school EOC Assessments: Students will receive instruction through Credit Recovery.

Assessments available for the 2024 VCS Summer Program re-administrations:

End-of-Grade Assessments	End-of-Course Assessments
Grade 3-8 Mathematics Grade 4-8 Reading Grade 5 Science Grade 8 Science	Biology NC Math 1 NC Math 3 English 2
NCEXTEND1 Assessments	
NCEXTEND1 Grades 3-8 Reading and Math NCEXTEND1 Grade 10 English II NCEXTEND1 NC Math 1 NCEXTEND1 Biology	

**Program Structure:**

	Early Start	Traditional	Year-Round
<b>Dates</b>	May 23-28	June 14-19	June 7-12
<b>Locations</b>	VCEC and VCHS	Clarke, Dabney, and VCHS	EM Rollins
<b>Times</b>	8:00 – 1:00	8:00 – 1:00	8:00 – 1:00
<b>Remediation Date(s)</b>	May 23	June 14	June 7
<b>Re-administration Date(s)</b>	May 24 & May 28	June 17 – 19	June 10-12
<b>Assessment Format</b>	Online	Online	Online

Upon motion by Mrs. Hartness and seconded by Mrs. White the Board unanimously (7-0) approved the 2023-2024 Summer Program Plan.

**Year-Over-Year Data Report**

The State and district data was shared showing the level of learning recovery for both. The data analysis where we were and the recovery made since the pandemic. When the school data is finalized it will be shared with the board.

**Board of Education Standing Committees**

**Personnel**

Mrs. White shared information from the March 5, 2024 meeting.

**I. EMPLOYMENT RECOMMENDATION(S)**

LOCATION	EMPLOYEE NAME	RACE/SEX	POSITION	EFFECTIVE DATE
Clarke	Ebony Jones	B/F	Teacher	02/28/2024
Clarke	Tka Giscombe	B/F	Teacher	02/26/2024
Dabney, New Hope, Zeb Vance	Maria Sparacio	H/F	ESL Teacher	02/26/2024
EO Young	Loricia Martin	B/F	Teacher	02/26/2024

VCHS	Derek Alston	B/M	Head Baseball Coach	04/01/2024
VCMS	Ryan Bullock	B/M	Head Baseball Coach	04/01/2024
Pinkston	Tyra Simes	B/F	Teacher	02/26/2024
Clarke	Bambi Terry	B/F	Cafeteria Assistant	03/08/2024
Transportation	Diane Foster	B/F	Bus Driver	02/28/2024
Vance County High	Carlos Scott	B/M	Assistant Baseball Coach	03/01/2024
Vance County High	James Owens	W/M	Dean of Students	04/08/2024
Vance County High	Kiyanna Kearney	B/F	Assistant Softball Coach	03/01/2024
Vance County High	Shirley Crudup	B/F	Cafeteria Assistant	03/04/2024
Zeb Vance	Micaela Harrah	W/F	Teacher Assistant	03/11/2024

**II. RETIREMENT(S)**

LOCATION	EMPLOYEE NAME	RACE/SEX	POSITION	EFFECTIVE DATE
Clarke	Mary Hargrove	B/F	Cafeteria Assistant	02/29/2024
Pinkston	Dennis Williams	B/M	Cafeteria Assistant	02/29/2024

**III. RESIGNATION(S)**

LOCATION	EMPLOYEE NAME	RACE/SEX	POSITION	REASON	EFFECTIVE DATE
Aycock	Ashley Royster	B/F	Teacher	Health or Disability	02/16/2024
EO Young	Crystal Matthews	W/F	Cafeteria Manager	To work in another NC school district	03/13/2024
Pinkston	Dale Hawkins	B/M	Custodian	Other	02/16/2024
Pinkston	Vanisha Holloway	B/F	Teacher Assistant	Terminated	02/16/2024
Wake Co.	Laura Abraham	W/F	Early Literacy Specialist	Other	03/29/2024

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

NEW LOCATION	EMPLOYEE NAME	NEW POSITION	OLD POSITION / LOCATION	EFFECTIVE DATE
Advance Academy	Ian Lacanlale	Teacher	Teacher / VCHS	02/12/2024
Dabney	Derek Parker	Behavioral Support Specialist	Behavioral Support Specialist / Pinkston	02/16/2024
VCMS	Amy Langston	C&I Management Coordinator/Special Populations Coordinator	CTE Coordinator/C&I Specialist/Special Populations Coordinator / ASC	03/01/2024
VCMS	Carol Simmons	Counselor	Counselor / VCEC	02/29/2024

**V. LEAVE – For Information Only**

LOCATION	EMPLOYEE NAME	RACE/SEX	LEAVE TYPE	POSITION	EFFECTIVE DATE
Aycock	Raegan Ross	W/F	FMLA	Teacher	02/20/2024 - 03/22/2024
Carver	Donna Williams	B/F	FMLA	Custodian	01/31/2024 - 03/15/2024
Carver	Henri Parham	W/F	FMLA	Teacher Assistant	11/29/2023 - 06/17/2024
STEM	LaWanna Allen	B/F	FMLA	Custodian	01/22/2024 - 04/14/2024
VCHS	Eugenia Crews	B/F	FMLA	Cafeteria Manager	02/12/2024 - 03/26/2024
VCMS	Andrea Reavis	B/F	FMLA	Guidance Counselor	02/13/2024 - 06/30/2024
VCMS	Karen Durham	B/F	FMLA	Teacher	01/23/2024 - 04/22/2024
Advance Academy	Bami Caulker	B/M	Medical Leave	Teacher	02/05/2024 - 04/04/2024
EM Rollins	Jacqueline Howard	B/F	Medical Leave	Teacher	12/03/2024 – 04/22/2024
EO Young	Robin Brooks	W/F	FMLA	Reach Associate	01/02/2024 – 06/19/2024
LB Yancey	Mercedes Hargrove	B/F	FMLA	Teacher Assistant	04/08/2024 – 06/17/2024

VCHS	Samantha Campbell	B/F	FMLA	Teacher	02/19/2024 – 05/10/2024
VCMS	Shelia Alston	B/F	Medical	Teacher	02/09/2024 – 02/27/2024
VCMS	Tyrone Davis	B/M	FMLA	Teacher	02/21/2024 – 03/20/2024

**VI. VCS CONTRACTED SERVICES – For Information Only**

DEPARTMENT/LOCATION	EMPLOYEE NAME	RACE/SEX	POSITION	EFFECTIVE DATE
EM Rollins	Amari Carethers	B/F	Speech Language Pathologist	02/27/2024
EM Rollins/Vance Virtual	Ashley Rogers	B/F	Speech Language Pathologist Supervisor	02/22/2024
Advance Academy	Prince Sledge	B/M	School Resource Officer	02/27/2024

**VII. OUTSIDE CONTRACTED SERVICES - For Information Only**

DEPARTMENT/LOCATION	EMPLOYEE NAME	RACE/SEX	POSITION	EFFECTIVE DATE
All Schools	Lauren Jones	B/F	Community Resource	02/16/2024
All Schools	Mattie McGhee	B/F	Community Resource	02/16/2024
All Schools	Shakeema Priester	B/F	Mental Health Provider	02/27/2024
All Schools	Csaveon Williams	B/M	Community Resource	02/22/2024
All Schools	Karina Bias	PI/F	Mental Health Provider: All Things Possible 4 Autism)	03/01/2024

**VIII. ADDITIONAL ASSIGNMENTS - For Information Only**

DEPARTMENT/LOCATION	EMPLOYEE NAME	RACE/SEX	POSITION	EFFECTIVE DATE
ASC	Casey Jackson	W/F	Advanced Teaching Roles Grant Facilitator	02/01/2024
VCHS	Melonie Gupton	W/F	Registrar	06/30/24

Other items discussed were that more bus drivers needed to be hired and the consideration of coaches and Aycocck Recreation staff being hired as drivers. The ESS Substitute System’s fill rate for January was 82%.

Upon motion by Mrs. White and seconded by Mrs. Cobb the Board unanimously (7-0) approved the personnel summary and addendum.

**Finance**

Mr. Suther shared information from the February 22, 2024 meeting.

**STEM Classroom Desks and Chairs Purchase**

Purchasing 15 additional desks and chairs allow movement and interactions more freely between students and teachers. Title I funds of \$30,000 will be used.

Upon motion by Mrs. White and seconded by Dr. Perry the Board unanimously (7-0) approved the purchase of classroom desks and chairs for STEM Early High School.

**Gaggle.net Contract**

Gaggle provides safety management by providing cyberbullying, monitoring student internet activity, classroom education devices and assisting with suicide prevention services. Also provided are therapy sessions for students/staff to call to request support when they feel like they are at risk of harming themselves or any other ailments. Campaign awareness will be made to staff and students and the toolkit will be available to the Student Services department. The contract is covered through 9/30/24 and then NCDPI will cover the remaining costs. The Safety management component is \$32,150 and the therapy component is \$44,427.50. PRC 192 funds will be used.

Upon motion by Mrs. White and seconded by Mrs. Hartness the Board unanimously (7-0) approved the Gaggle.net contract.

**Icevonline.com Site License for CTE**

This is a CTE modernization and expansion program 3 year grant will create programming, materials, training and professional development for courses conducted in grades six – 12. \$133,950 state funds will be used.

Upon motion by Mrs. White and seconded by Dr. Perry the Board unanimously (7-0) approved the purchase of the icevonline.com site license for CTE.

**Local County Appropriation Request for 2024-2025**

Below is the proposed request for the county appropriation fund for general operating, teacher supplement and capital. The total request breaks down as follows:

VCS Operating Funds	\$ 5,571,296 current appropriation and increase
Charter School Operating Funds	\$ 2,344,841 current appropriation and increase
Total Student Growth	\$ -68,261 student-very slight decline
Salaries for Classified	\$ 54,651 state salary and benefits increase
Teacher Supplement	\$ 1,298,374 current appropriation and increase
Teacher Supplement-Charter Schools	\$ 389,512 charter schools portion increase
<b>Subtotal County Appropriation</b>	<b>\$ 9,490,413 operating funds</b>
Capital	\$ 725,000 current appropriation
<b>Total Appropriation Request</b>	<b>\$10,215,413</b>

The board is requesting a 5% increase in local funds for utility and operational costs and rise in pricing and a 3% increase in salary costs along with matching benefits for FICA, hospitalization insurance and retirement contribution. This matches the current increase for staff salaries per the biennium budget passed by the NC General Assembly last year. We are currently projecting a slight decrease in ADM. NCDPI has approved a new charter school in Vance County, The Sledge Institute for the 2025-26 school year. The school will open with K-2 and sixth grades and then expand each year after that. Mr. Suther noted that he will not release the Local Budget Request to the County until a later date but before the May 15 deadline. This is to see if the NCDPI will release ADM projection numbers for next year, 2024-2025, and this will allow for a more accurate request from the Board.

CONTINUATION Budget Requirements - Fiscal Year 2024-25						
Category	Funding	Subtotals by	% of Total			
<b>Continuation Budget Requirements</b>						
<b>Student Growth Projected FY 2024-25</b>						
VCS Student Growth @ same \$ per pupil as FY 2023-24 (-0 students)	(\$25,598)					-13.71%
Charter Schools Student Growth @ same \$ per pupil as FY 2023-24 (0 students)	(\$42,663)					-22.86%
<b>A VANCE County Subtotal Projected Student Growth @ same \$ per pupil as FY 2023-24</b>						<b>(\$68,261) -36.57%</b>
<b>Operational Costs</b>						
Inflationary Cost required for Non-salary items - increase 5.0%	\$127,320					68.21%
Inflationary Cost required for Utilities/Energy Cost required - avg 5.0% increase	\$72,951					39.08%
<b>B Subtotal Operations Requirement</b>						<b>\$200,271 107.29%</b>
<b>Salary and Benefits</b>						
Estimated State Salary Increase for Local Staff (3% avg)	\$40,521					21.71%
FICA Increase on Salary increases	\$3,100					1.66%
State Employee Benefit Impact Retirement Rate 4% decrease from 25.02% to 24.04%	(\$3,496)					-1.87%
Hospitalization Increase - Employer Cost 8% increase from \$7,557 to \$8,095 per employee (\$538 pp)	\$14,526					7.78%
<b>C Subtotal Salary and Benefit Requirement</b>						<b>\$54,651 29.28%</b>
<b>Subtotal Continuation Funding Requirements</b>						<b>\$186,662 100.00%</b>
<b>D Projected Supplement Requirements</b>						
	Est FTE 24-25	Supplement	Benefits	Total	Funding	Diff
Each	1.0	\$2,500	\$803.75	\$3,303.75		
Teachers/Instr Support	355.0	\$887,500	\$285,331.25	\$1,172,831.25	\$1,230,000.00	\$57,168.75
Teachers/Instr Support-Federal	38.0	\$95,000	\$30,542.50	\$125,542.50		-\$125,542.50
<b>Total - Current Staff</b>	<b>393.0</b>	<b>\$982,500</b>	<b>\$315,873.75</b>	<b>\$1,298,373.75</b>	<b>\$1,230,000.00</b>	<b>-\$68,373.75</b>

Upon motion by Mrs. White and seconded by Mrs. Hartness the Board unanimously (7-0) approved the Local County Appropriation Request for 2024-2025.

**Building and Grounds**

Mrs. Hartness shared information from the February 22, 2024 meeting. The HVAC project at VCMS continues with recent work on the new system in Suites A, B, C, D, E, and M for completion this summer. Playgrounds are complete for all elementary schools. The State DMV office is replacing the district’s assigned Bus CDL trainer which will impact the ability to hold new driver training classes. There is a need to reduce the number of buses from 88 to 78 to help with operating costs and aiding in receiving new replacement buses. The district will keep all proceeds from the sale of the buses if sold. The district has not run more than 75 buses over the past 8 years. A naming facility request was received and after discussion, the committee decided to not make a motion at this time in naming a facility after an individual. Painting and a roof quote will be received over the summer. The department completed 2,010 work orders.

**Policy - No meeting**

**Curriculum**

Mrs. Lewis shared information from the February 22, 2024 meeting. There were a total of 224 contact hours and 97 staff members earning credits for the month of February. The Parent’s Guide to Student Achievement (PGSA) was shared and is a requirement of the Parent’s Bill of Rights. This document contains state and local board policies along with various district procedures and services that will be available in August. An update on training for AIG facilitators and secondary counselors on honors/AP course enrollment guidelines was shared. The secondary course planning guides are in compliance with the PGSA document detailing opportunities such as CCP, Honors/AP, NCVPS, ROTC and credentials. Over the past five years, the AIG headcount shows a steady trend of 7% of our students being identified as AIG. Cursive handwriting is introduced in the third grade and samples from fourth and fifth graders were shared with the committee. EM Rollins met academic gain and will continue as a Restart school. VCHS is under review to continue as a Restart school. The 2024-2025 school calendars were shared and recommended to be taken to the full board for approval.

Early Start Schools	First Day of School: 8/7/2024	Spring Break: March 10-14, 2025	Last Day of School: 5/21/25
Year-Round School	First Day of School: 8/7/2024	Spring Break: April 14-18, 2025	Last Day of School: 6/6/25
Traditional Schools	First Day of School: 8/26/2024	Spring Break: April 14-18, 2025	Last Day of School: 6/6/25

Upon motion by Mrs. Lewis and seconded by Mrs. White the Board unanimously (7-0) approved the 2024-2025 School Calendars.

**Community & Business Relations**

Mrs. Gooche shared information from the February 22, 2024 meeting. The monthly events were shared in the prior committees. The communication department is streamlining and enhancing the district’s internal communications with the release of staff resources. News You Can Use is a new piece with snippets of information that comes by staff emails.

**New Business – None**

**Field Trips**

Vance County High School JROTC will travel to Williamsburg VA to get exposure to the Navel Bass Operations and the historical areas of Williamsburg and Yorktown on April 25-26, 2024

Upon motion by Mrs. White and seconded by Mrs. Gooche, the Board unanimously (7-0) approved the Vance County High School JROTC field trip.

**Transfer Requests**

Dr. Bennett presented seven student requests to transfer into the district and one to be released from the district.

Upon motion by Mrs. Hartness and seconded by Mrs. White, the Board unanimously (7-0) approved the eight transfer requests.

**Executive Session**

Upon motion by Mr. Oxendine and seconded by Mrs. White, the Board voted unanimously (7-0) 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 6:57 pm.

The Board returned to the open session at 7:48 p.m.

Upon motion by Mrs. Cobb and seconded by Mrs. Hartness, the Board unanimously (7-0) approved to transition the K-5 Vance Virtual Village Academy (V3A) students back to their main school starting in the 2024-2025 school year.

Being no further business, upon motion by Mrs. Hartness and seconded by Mrs. White, the Board voted unanimously (7-0) to adjourn the meeting at 7:49 p.m.

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BOARD CHAIR, RANDY M. OXENDINE

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SECRETARY, CINDY W. BENNETT