

Minutes of the Vance County Board of Education Meeting  
May 13, 2024

The Vance County Board of Education met in regular session on May 13, 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. 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, Dr. Jennifer Carraway, Chief Human Resources Officer, Mr. Kevin Perdue, Chief Operations Officer and Mrs. Marsha Abbott, Chief Technology Officer. Mr. Jerry Stainback, School Board Attorney, and Mrs. Ruth M. Hartness were absent.

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 May 13, 2024 minutes was motioned by Mrs. Cobb, and seconded by Mrs. Gooche with a unanimous (6-0) vote.

#### Approval of Meeting Agenda

Approval of the meeting agenda and the following additions were motioned by Mrs. Cobb, and seconded by Mrs. Gooche, the Board unanimously (6-0) approved the agenda.

#### VIII. A. Personnel Addendum

#### VIII. B. Finance Agenda and Saffelle Contract

#### X. B. Transfers Revised

#### Recognitions/Announcements

##### Student Spotlight

The Student Spotlight committee, inclusive of Andrew Markoch (Director of Fine Arts & Physical Education), Aarika Sandlin (Chief Officer of Communication & Innovative Support), Grace Herndon (Communications Coordinator) and Dr. Tim Hall (Social Studies Curriculum Specialist) presented certificates to each of the 2023-2024 Student Spotlight honorees: Taelyn Evans, Adreyan Burton, De'shun Woods, Devontae' Ragland, Jaryk Harris, Tia Lewis, Olivia Zheng, MiLay Cheek, Kaiden Bates, Jamehas Whitaker, Brisa Nunez, Michelle Reyes, Gabriella Fields, Rawan Almunstr, and Isabella Jaimes Hernandez. They were also recognized at their schools, on the WIZS, and in the Daily Dispatch. They had the opportunity to experience Raleigh on a field trip and before the board meeting, the students and their families participated in a Red Carpet event.

##### Mental Health Awareness Month

The Board of Education recognized May as Mental Health Awareness Month, highlighting the importance of prioritizing mental well-being within our schools and community. Recognizing the significance of mental health support and advocacy, the Board reaffirmed its commitment to effectively promoting understanding, compassion, and resources to address mental health challenges. On June 8, the district will have a Vance Cares event at the Perry Memorial Library.

##### School Lunch Hero Day

School Lunch Hero Day, celebrated nationally on May 3 and locally within our district on May 2, honored the unsung champions who nourish our students' bodies and minds. Mr. Suther took a moment to express heartfelt appreciation for our district's school lunch heroes. Cafeteria staff go beyond to provide nutritious meals with a smile. They are compassionate, hardworking, and dedicated to ensuring every child has access to a healthy meal and feels supported in their educational journey.

Below are a few staff that were recognized.

SCHOOL	NAME
Aycock	Tammy Johnson and Tammy Pendergrass
Carver	Melinda Hargrove
Dabney/VCEC	Barbara Johnson, Deborah Parrish, and Tracy Rowland
Zeb Vance	Michelle Ayscue and Jean Parker
VCMS	Nathalie Cameron
VCHS	Michele Duncan and Marian Shearin
STEM/Advance Academy	Teresa Avant
ASC	Jessica Kearney and Phyllis Newcomb

### Teacher Appreciation Day

The Board of Education took a moment to honor the remarkable efforts of our teachers in celebration of Teacher Appreciation Week. Dr. Destiney Ross-Putney, Chief Officer of Instruction & Innovation, shared sentiments of deep gratitude, highlighting the profound impact teachers have on shaping the lives of our students and enriching our community. Their tireless dedication to fostering learning, creativity, and growth does not go unnoticed, and their commitment is truly appreciated.

### School Nurse Appreciation Day

The Board of Education recognized Nurse Appreciation Day. Rey Horner, Chief Officer of Student Services, took a special moment to express gratitude for our dedicated school nurses. School nurses are our district's healthcare heroes. They play a vital role in our school community by providing compassionate care, comfort, and support to our students. Their expertise, kindness, and commitment to the well-being of our students ensure a safe and nurturing environment for learning. We extend our deepest gratitude to our school nurses for their unwavering dedication and invaluable contributions to the health and welfare of our school community.

### School Communicators Day

Dr. Bennett shared that school communicators ensure our district's voice is heard by effectively telling our story and displaying images on websites and social media. Aarika Sandlin, Grace Herndon, and school website managers were thanked for their efforts in strengthening our community bonds and promoting transparency.

### Leadership Vance

Sandra Wilkerson, Henderson Vance Chamber of Commerce shared that the group of seventeen spent a day learning about Vance County Schools and thanked the district for its partnership. Companies that participated this year are Century 21, Henderson Daily Dispatch, M.R. Williams, Chamber of Commerce, City of Henderson, Vance-Granville Community College, Perry-Glass, Charles Boyd, Benchmark, Hargrove Appraisal, Henderson Fire Department, Vance Charter School, Duke Energy, Henderson Police Department and County of Vance.

Public Comments – None

### Superintendent's Report

The Fiscal Oversight Monthly Report was shared for information only. Auditors will begin the compliance audit next week remotely.

### CTE Local Application

The CTE local plan for the upcoming school year for middle and high school levels was presented and one of the goals of the plan is by the end of the 2024-2025 academic year, the CTE program will increase the secondary placement rate for all CTE concentrators who have graduated by 15%. Additionally, by the 2025-2026 school year credential attainment will increase by 35%.

Upon motion by Mrs. Lewis and seconded by Mrs. White the Board unanimously (6-0) approved the CTE Local Application Plan.

#### Local County Budget Request for Fiscal Year 2024-2024

The district requests funding from the County Commissioners each year to ensure student success. NC Department of Public Instruction has projected our (Actual Daily Membership) ADM will increase by 119 students next year to 5,103. Currently, 30% of our expense funds go directly to charter schools. The top three schools are Henderson Collegiate (1,018 students; \$1,111,234.56), Vance Charter (599 students; \$633,921.67), and Oxford Prep (306 students \$327,005.09). Listed above are the amounts paid year to date for this fiscal year. The district currently pays fourteen charters. The total request of \$10,621, 006 is listed in the summary below.

- \$200,271 increase for a 5% increase in utilities and supplies/materials
- \$139,344 increase for the additional ADM students
- \$90,225 increase for the 5% salary and benefits
- \$620,300 increase to meet the needs of \$2,500 Local Teacher Supplement and cover the expense of Charter Schools portion since this is now paid from Fund 2 not Fund 8
- \$100,000 increase in Capital Outlay

Upon motion by Mrs. White and seconded by Dr. Perry the Board unanimously (6-0) approved the Local County Budget Request for Fiscal Year 2024-2025.

#### Four-Day Work Week

Dr. Bennett recommended that the district operate on a four-day work week for the summer with the guidelines below.

- Summer Hours - (5 weeks) for 11-12 month employees
- Beginning the week of Monday, June 24th, and ending on Thursday, the week of July 25th
- ASC hours: 7:30-5:00 Monday - Thursday with a 30-minute lunch break **or** 8:00-5:00 with two hours leave each week.
- School offices will follow the same schedule as ASC.
- Custodial/Operations staff will work with Mr. Perdue to determine their daily schedule.
- Staff will obtain prior approval from their supervisor for any modifications to their weekly schedule.
- Staff who are approved for a week's vacation will take the full 40 hours or 10 hours of leave per day.

Upon motion by Mrs. White and seconded by Mrs. Gooche the Board unanimously (6-0) approved the four-day workweek schedule for the district.

#### Senior Updates

Dr. Whitt, VCHS principal, shared that at graduation there will be 215 graduates on May 24 and seniors have participated in activities like field day, brunch, speaker sessions, and King and Dominion. Seniors have had one-on-one meetings with counselors, 121 have submitted applications and 430 college acceptances have been granted. Ms. Debbie Hite, VCEC principal, shared that this is the largest graduating class of 47 for the school and 45 of them received their associated degree from VGCC.

#### Tiny House Updates

Dr. Nealie Whitt shared that the tiny house project passed the first inspection and the electrical and siding work is almost complete. Three student leaders are working on this project with supervision from Mr. Weil, Dr. Garr, and Dr. Whitt. Dr. Bennett shared that after the house is finished, it will be put up for auction or sealed bids. Students will help with marketing.

**Board of Education Standing Committees**

Personnel

Dr. Perry shared information from the May 7, 2024 meeting.

**I. EMPLOYMENT RECOMMENDATION(S)**

LOCATION	EMPLOYEE NAME	RACE/SEX	POSITION	EFFECTIVE DATE
VCHS	Nancy Rodriguez	H/F	Custodian	05/06/2024
New Hope	Maurois Jefferson	B/M	Custodian	05/01/2024
Wake County	Natalie Barnes	B/F	Early Literacy Specialist	06/24/2024

**II. RETIREMENT(S)**

LOCATION	EMPLOYEE NAME	RACE/SEX	POSITION	EFFECTIVE DATE
Administrative Services Center	Patricia Maggio	W/F	School Psychologist	07/01/2024
STEM	Lynn Conlee	W/F	Teacher	07/01/2024

**III. RESIGNATION(S)**

LOCATION	EMPLOYEE NAME	RACE/SEX	POSITION	REASON	EFFECTIVE DATE
Clarke	Bambi Terry	B/F	Cafeteria Assistant	Career Change	05/02/2024
Durham County	Kathleen Janes	W/F	Early Literacy Specialist	Family Responsibility	06/05/2024
VCHS	Keiana Evans	B/F	PE Teacher	Career Change	05/24/2024
VCMS	D’Angelo Williams	B/M	Trades and Industrial Education Teacher	Career Change	05/03/2024
VCMS	Joseph Bullock	B/M	Custodian	Career Change	06/13/2024
V3A	Jessica Perry	B/F	Principal	To teach in another NC school district	06/14/2024
Advance Academy	Carlton Holden	B/M	Teacher Assistant	Career Change	04/26/2024
ASC	Beth Gray	W/F	Human Resources Specialist	Career Change	04/23/2024
Dabney	Curtis Durham	B/M	Custodian	Career Change	05/02/2024
STEM	Quentilla Crutchfield	B/F	Teacher	To teach in NC Charter School	06/17/2024
VCHS	James McMillen	W/M	JROTC Instructor	To teach in another NC School System	05/30/2024
VCMS	Dwaynna Ramsay	B/F	English Language Arts Teacher	To teach in another NC School System	06/30/2024
Zeb Vance	Kayla Perry	B/F	Exceptional Children’s Teacher	Career Change	06/14/2024
Zeb Vance	Niya Sneed	B/F	Exceptional Children’s Teacher	Career Change	06/14/2024

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

NEW LOCATION	EMPLOYEE NAME	NEW POSITION	OLD POSITION / LOCATION		EFFECTIVE DATE
ASC	Renee Overby	Early Literacy Specialist	Teacher	Pinkston	07/08/2024
EM Rollins	Jennifer Sullivan	Teacher Development Specialist	Multi-Classroom Leader	Dabney	08/19/2024

EM Rollins	Okito Sleugh	AP Intern	Teacher	VCEC	08/01/2024
EM Rollins /LB Yancey	Elizabeth Ellis	Teacher Development Specialist	Teacher	Dabney	08/19/2024
VCMS	Shanae Reid	AP Intern	Teacher	Pinkston	08/19/2024
VCMS	Tashalie Nelson-Sleugh	Teacher Development Specialist	Teacher	VCMS	08/19/2024
Advance Academy	Jadesha Robertson	Teacher Assistant	Bookkeeper	Aycock /Clarke	04/29/2024

**V. LEAVE – For Information Only**

LOCATION	EMPLOYEE NAME	RACE/SEX	LEAVE TYPE	POSITION	EFFECTIVE DATE
VCMS	Deon Smith	B/M		Physical Education Teacher	07/01/2024
Advance Academy	Bami Caulker	B/M	Medical Leave	Teacher	04/03/2024
Carver	Jodi Edwards	W/F	FMLA	Teacher Assistant	03/27/2024-05/22/2024
VCMS	Brenda Burton	W/F	Medical Leave	Teacher Assistant	03/08/2024
VCMS	Karen Durham	B/F	FMLA	Teacher	01/23/2024-05/07/2024

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

DEPARTMENT/LOCATION	EMPLOYEE NAME	RACE/SEX	POSITION	EFFECTIVE DATE
Dabney	Shakiera Branch	B/F	Licensed Mental Health Provider	04/12/2024

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

DEPARTMENT/LOCATION	EMPLOYEE NAME	RACE/SEX	POSITION	EFFECTIVE DATE
All Schools	Joseph Hester	B/M	Mental Health Provider <i>(Moment of Change, LLC)</i>	05/08/2024
All Schools	Larry Swinton	B/M	Mental Health Provider <i>(Transitional Therapeutic Services, LLC)</i>	04/16/2024

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

DEPARTMENT/LOCATION	EMPLOYEE NAME	RACE/SEX	POSITION	EFFECTIVE DATE
Transportation	Ashley Lilley	W/F	Bus Monitor	05/13/2024
Transportation	Leshon Wilson	B/F	Bus Monitor	05/13/2024

**IX. TEMPORARY - For Information Only**

LOCATION	EMPLOYEE NAME	RACE/SEX	POSITION	EFFECTIVE DATE
Pinkston	Jeny Osorio	H/F	Tutor	05/06/2024
New Hope	Yackesha Whitton	B/F	Tutor	04/26/2024

Other items discussed were the ESS Substitute System fill rate for April was 92%. There were 19 vacancies as of 5/1/24 and 17 of them are teacher vacancies.

Upon motion by Mrs. White and seconded by Dr. Perry the Board unanimously (6-0) approved the personnel summary and addendum.

Finance

Mr. Suther shared information from the April 25, 2024 meeting.

Saffelle custodial contract is recommended for an extension of one year (7/1/24 – 6/30/25) using \$208,162.56 of state PRC 003 Non-Instructional Support Personnel funds. The contract will include two professional development trainings per year, six onsite specialized training and four inspections per year.

Upon motion by Mrs. White and seconded by Dr. Perry the Board unanimously (-0) approved the Saffelle Custodial Service Contract for the next fiscal year.

#### Kirkman Floors and Production Painting Contracts

Kirkman Floors will top scrub and recoat the floors and pressure wash the bathrooms at VCHS using \$32,025 Restart Funds. Production Painting will paint the interior of Carver and New Hope Elementary Schools including walls, ceilings, doors, frames, and cubbies using Capital Outlay fund of \$62,530 for Carver and \$68,750 for New Hope.

Upon motion by Mrs. White and seconded by Mrs. Lewis the Board unanimously (6-0) approved the contracts of Kirkman Floors and Production Painting to recoat floors and pressure wash bathrooms and VCHS and paint at Carver and New Hope.

#### Building and Grounds

Mr. Perdue shared information from the April 25, 2024 meeting. The HVAC project at VCMS will continue through the summer and the building will be closed over the summer. The district received a solar grant from NC Green Power for a 20-kilowatt solar array that includes a weather station, real-time monitoring, a curriculum package, and training for teachers. The grant will pay all construction costs projected to be \$52,000 and the station will be located at the STEM/CFI campus. During the summer months, CFI will only be used for rental. The department completed 2,633 work orders.

Mrs. White shared her concerns about how the bathrooms looked and recommended they be remodeled at Carver.

#### Policy

Mr. Horner shared information from the April 25, 2024 meeting. The NC School Board Association Spring 2024 Custom policy updates were reviewed.

1310/4002	Parent Involvement
1760/7280	Prohibition against Retaliation
2127	Board Member Technology Use
3220	Technology in the Educational Program
3225/4312/7320	Technology Responsible Use
3420	Student Promotion and Accountability
3460	Graduation Requirements
3620	Extracurricular Activities and Student Organizations
4040/7310	Staff-Student Relations
4140	Foreign Exchange Students
4240/7312	Child Abuse and Related Threats to Child Safety
4270/6145	Concussion and Head Injury
5023/6128/7268	Emergency Administration of Naloxone
5071/7351	Electronically Stored Information Retention
6125	Administering Medicines to Students
7130	Licensure
8340	Insurance
8510	School Finance Officer

Mrs. White asked how the information is posted at the schools for emergency contacts and Dr. Bennett shared that each school has their contact information on its website, and school phones are rolled over to the principal's cell phone number during after-hours and on weekly school calls. Dr. Bennett also will have all schools post a sign with the information to be visible to all guests.

Upon motion by Mrs. Cobb and seconded by Mrs. White, the Board unanimously (6-0) accepted the optional recommended minor and required policy changes in the spring updates and specifically policy 3620: Extracurricular Activities and Student Organization with option 2 for home school athletics.

Upon motion by Mrs. Cobb and seconded by Dr. Perry, the Board unanimously (6-0) accepted and waived the 30-day review process for these two new policies 4140: Foreign Exchange Students and 5023: Emergency Administration of Naloxone.

### Curriculum

Mrs. Lewis shared information from the April 25, 2024 meeting. There were 167 contact hours earned by a total of 115 staff members. New job placement sites for OCS students were shared and a recap of the Special Olympics. OCS students are required to have 600 hours of volunteering within the school and community to graduate. As of April 1, there are 684 students with current eligibility and IEPs and 30 are unfunded but compliance specialists are trying to secure funding for every student. Case managers are required to schedule annual reviews with principals 30 days in advance and evaluations 90 days in advance. Compliance specialists are now located in schools so they can work closely with teachers daily. There are eight students from private or charter schools being served but the largest student populations are at Pinkston, Zeb Vance, VCMS, VCHS, and EM Rollins. Pre-K classroom furniture is being refreshed at Aycock, New Hope, Clarke, and Carver and funding is only available for Vance County residents. Currently, 73 Pre-K applications have been submitted. Student Services shared demographic and enrollment data that included reports on consecutive absences, suspension days, student enrollment, and withdrawals. Overall enrollment has remained stable. More information was requested on the policy for suspended students and Master Classroom Leaders placements, etc. COSN recognized Vance County Schools as the second district to receive a Trusted Learning Environment mini seal in NC. An overview of the CTE local plan for this coming year. One of the goals by the end of the 2024-2025 academic year is to increase the secondary placement rate by 15% for all graduated CTE concentrators and by the end of 2025-2026 increase the credential attainment by 35%.

Upon motion by Mrs. White and seconded by Mrs. Cobb, the Board unanimously (6-0) approved the CTE Local Plan for the fiscal year 2025-2026.

### Community & Business Relations

Mrs. Gooche shared that her report was presented during the recognitions and thanked Mrs. Sandlin for keeping everyone informed. Mark your calendars for the district graduations: VCHS and Early College on May 24 and Advance Academy and Vance Virtual Village on June 14. Dr. Bennett shared that the North Carolina School Public Relations Association Board of Directors appointed Aarika Sandlin as a board member who will fill the remainder vacated term, through May 31, 2025.

### New Business – None

### Transfer Requests

Dr. Bennett presented twelve student requests to transfer into the district and six to be released from the district.

Upon motion by Mrs. White and seconded by Mrs. Lewis, the Board unanimously (6-0) approved the eighteen transfer requests.

**Executive Session**

Upon motion by Mr. Oxendine and seconded by Mrs. White, 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 7:06 pm.

The Board returned to the open session at 7:57 p.m.

Upon motion by Mrs. White and seconded by Mrs. Gooche, the Board unanimously (6-0) approved to sponsor two international teachers.

Being no further business, upon motion by Mrs. White and seconded by Mrs. Cobb, the Board voted unanimously (6-0) to adjourn the meeting at 7:58 p.m.

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BOARD CHAIR, RANDY M. OXENDINE

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SECRETARY, CINDY W. BENNETT