

Minutes of the Vance County Board of Education Meeting
June 17, 2024

The Vance County Board of Education met in regular session on June 17, 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, Mrs. Ruth M. Hartness, Dr. Omega T. Perry, and Mr. Jerry Stainback, School Board Attorney. 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 and Mrs. Marsha Abbott, Chief Technology Officer. Mr. Kevin Perdue, Chief Operations Officer was 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 June 17, 2024 minutes was motioned by Mrs. White, and seconded by Mrs. Lewis with a unanimous (7-0) vote.

Approval of Meeting Agenda

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

VII. C July School Board Meeting

VIII. A. Personnel Addendum

VIII. B. Roofing Project Bids

X. B. Transfers Revised

Recognitions/Announcements

Just U and Me Mentors

Dr. Holloman shared that for the past five years the “Just U & Me Mentoring” program have served fourth-fifth grade students in Carver and L.B. Yancey elementary schools on Saturday mornings. Some of these students will transition to middle school and will also be invited to attend the Transition to Middle School Summer Camp held in July for two weeks. The mentees all attend Vance County Early College and they receive community service hours, learn how to give presentations and peer-to-peer training techniques. Mr. Jeulz Holden, Lead Mentor, shared what being a mentor meant to him. The mentors are Orquidia Martinez, Chelsea Evans, Clinton Johnson, Aiyanna Jones, Anahi Carreno Serna, Juelz Holden, Kathrine Ayscue, Nia Branch, Yahir Santiago Florentino, and Devotion Dunston.

Spring Athletics

Mr. Horner recognized the spring athletic seasons at Vance County Middle and Vance County High. Some of the students were in practices and unable to attend the meeting tonight.

VCHS All Conference

Softball: Jakhiyah Evans, Charlotte Wortham, Jayla Smith and Zari Terry

Softball Player of the Year is Black Vick who also is furthering her education and playing at NC Central University.

Baseball: Jamaal Torrance

Soccer: Valeria Salazar Arias

Track & Field: Nekkious Hargrove – Triple Jump, Samiah Darby – 100 Meters, and Clarence Debnam – 400 Meters

Coach of the Year: Sheila Gill-Hargrove

VCMS Track Conference Champions

Solomon Gardner – 400 Meters

Haley Fulcher, Nylah Lewis, London Caldwell, Kemora Rainey - Girls 4 x 200 Meters

RoboVANCE

Mr. Stephen Jones, shared that the Vance County Schools’ RoboVANCE program is designed to embody the principles of STEM education. Teams of students from elementary and middle schools collaborate to engineer solutions to real world problems in the form of multiple tasks that a robot has to solve. This year’s theme was carnival events and rides and the tasks included maneuvering the LEGO SPIKE robot around a course, knocking a person into a dunking booth, spinning a teacup ride, delivering boxes of popcorn and sticks of cotton candy, guiding a log flume sled all the way down a sloping, winding track and knocking down cans by throwing a ping pong ball at them! The winning teams in the Elementary and Middle School competitions are Carver Eagles (1st place), E.M. Rollins Bear Cub Power (2nd place), Clarke Tech Titans (3rd place), VCMS Top Bots, STEM Byte Club (2nd place) and Aycock Robo Coders

Beta Club

The district’s BETA Clubs were recognized as National Beta District of Distinction for the sixth consecutive year. Vance County is one of two district in NC to be recognized nationwide. School advisors identify students who qualify and can reap a scholarship benefit in high school. Below are the school advisors.

Raegan Ross and Caroline Boyd – Aycock

Lori-Ann Lewis – Clarke

Barbara Young - New Hope

Sheneika Campbell-Thomas -VCMS

Lindsey Ramsey – VCHS

Cynthia Nnaemeka – V3A

Wendy Oakley - L.B. Yancey

Michelle Foster, Jennifer Sullivan and Sharonda Bulllock - Dabney

Regina Rainey – Carver

Nicole Anderson – E.M. Rollins

Yolanda Dixon – Pinkston

Edward Ortega – STEM

Vicki Fullwood-Barrett – VCEC

Marian Faulkner and Jodie Pulley - E.O. Young

Colleen Tyburski – Zeb Vance

Public Comments – None

Superintendent’s Report

The Fiscal Oversight Monthly Report was shared for information only. Auditors are currently working remotely to complete the interim audit and the local and state supplements have been paid. A called finance school board meeting is June 27, 2024 at 10:00.

Summer Programs

The summer program has been well attended and listed below are the programs offered.

Summer Program	Class of 2024
Read-to-Achieve Reading Camp (Grades 2 & 3) Clarke Elementary – July 8-31	V3A = 30 Advance Academy = 53
Learning Enrichment (Grades 4 & 5) Dabney Elementary – July 8-31	Vance County Early College = 47 Vance County High = 210
MiCentro + ESL Summer Camp Dabney Elementary – June 18-July 18	340 Students
Learning Enrichment (Grades 6 & 7) VCHS – July 8-31	
Summer Bridge To Freshman Academy VCHS – June 24-27	
Credit Recovery + Cohort 2025 Session One - VCHS + VCEC - VCHS – June 3-14 Session Two – AA + V3A – Advance Academy – June 17-28	
CTE Credential VCHS – June 3-14	
Plasma Games (Grade 10) VCHS – June 3-14	

July School Board Meeting

Dr. Bennett shared that with the end-of-year close out, it is suggested that the July 8 board meeting be canceled. Committee meetings are July 25 and August 6.

Upon motion by Mrs. White and seconded by Mrs. Hartness, the Board unanimously (7-0) approved to cancel the July board meeting.

Board of Education Standing Committees

Personnel

Dr. Perry shared information from the June 4, 2024 meeting.

I. EMPLOYMENT RECOMMENDATION(S)

LOCATION	EMPLOYEE NAME	RACE/SEX	POSITION	EFFECTIVE DATE
Aycock/Carver	Vickie Barnes	W/F	Teacher Development Specialist	08/19/24
Vance County High School	Demetria Burwell	B/F	JV Men’s Basketball Head Coach	07/01/24
Transportation	Jennifer Williamson	B/F	Bus Driver	05/28/24
Transportation	Shanell Williams	B/F	Bus Driver	05/29/24

II. RETIREMENT(S)

LOCATION	EMPLOYEE NAME	RACE/SEX	POSITION	EFFECTIVE DATE
Carver	Linda Shelton	W/F	Instructional Facilitator	07/01/24
Clarke	Randolph Green	B/M	Cafeteria Assistant	07/01/24
Clarke	Robin Truitt	W/F	Teacher	06/30/24
Administrative Services Center	Dr. Jennifer Carraway	W/F	Chief Human Resource Officer	06/30/24

III. RESIGNATION(S)

LOCATION	EMPLOYEE NAME	RACE/SEX	POSITION	REASON	EFFECTIVE DATE
Advance Academy	Jovellet Campbell-Scott	B/F	Teacher	Resigned	06/17/24
Carver/E.O. Young	Jasmine Peace	B/F	Social Worker	Career Change	06/30/24
Clarke	Rosa Faulkner	W/F	Nurse	Career Change	06/17/24
Dabney	Kimberly Overton	W/F	Teacher	Resigned	06/17/24
E.M. Rollins	Alexandria White	B/F	Teacher	Relocation	06/13/24
Clarke	Krystle Lindsey	B/F	Teacher	Career Change	06/13/24
Dabney	Lee Roberson	W/M	Cafeteria Assistant	Resigned	05/15/24
E.M. Rollins	Alexandra White	B/F	Teacher	Relocation	06/13/24
E.M. Rollins	Christina Fulcher	W/F	EC Teacher Assistant	To teach in another NC School System	06/13/24
E.O. Young	Kimberly Fuller	B/F	Teacher Assistant	Health or Disability	05/22/24
Vance Co. High	Deissy Cordoba	H/F	Teacher	Career Change	06/14/24
Vance Co. High	Quincy Williams	B/M	Bus Driver	Relocation	05/17/24
Pinkston	Tyra Simes	B/F	Teacher	Career Change	06/14/24

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

NEW LOCATION	EMPLOYEE NAME	NEW POSITION	LD POSITION	/LOCATION	EFFECTIVE DATE
Aycock	Carolina Carraway	Teacher	Teacher	New Hope	07/01/24
Clarke	Asia Cooper	EC Teacher Assistant	EC Teacher Assistant	E.M. Rollins	07/01/24
Clarke	Ian Hines	EC Teacher Assistant	EC Teacher Assistant	Zeb Vance	07/01/24
Clarke	Sandra Stevenson	Teacher	Teacher	Pinkston	08/19/24
E.M. Rollins	Ty-Mhaj Hart	Teacher	Teacher	Dabney	07/01/24
New Hope	Ricardo White	Teacher	Teacher	VCMS	08/01/24
Clarke	Ann Tonette Alvaran	EC Teacher	EC Teacher	E.M. Rollins	07/01/24

Clarke/Pinkston	Jhaneille Downer	Teacher Development Specialist	Teacher	Pinkston	08/49/24
New Hope/ Zeb Vance	Yackesha Whitton	Teacher Development Specialist	Tutor	New Hope	08/19/24
Pinkston	Deborah Hawley	EC Teacher	Teacher	Pinkston	08/19/24

V. LEAVE – For Information Only

LOCATION	EMPLOYEE NAME	RACE/SEX	LEAVE TYPE	POSITION	EFFECTIVE DATE
Administrative Services Center	Jarrad Wilkinson	W/M	Medical	Instructional Technology Tech I	06/10/24-07/16/24
Transportation	Royston Brown	B/M	FMLA	Bus Monitor	05/08/24-06/03/24
Vance County Middle School	Lue Helen Pugh	B/F	FMLA	Teacher Assistant	05/14/24-06/14/24
Advance Academy	Angela Cusaac	B/F	FMLA	Assistant Principal	05/13/24-06/03/24
Administrative Services Center	Jarrad Wilkinson	W/M	Medical	Tech I	05/15/24-06/05/24
Clarke	Shirley Campbell	B/F	FMLA	Teacher	05/06/24-05/22/24
New Hope	Bernitia Burwell	B/F	Medical	Teacher	02/26/24-06/17/24
STEM	Charlie Carroll	W/M	FMLA	Teacher	04/22/24-05/06/24
Transportation	Melissa Terry	B/F	FMLA	Bus Driver	05/09/24-06/09/24

VI. ADDITIONAL ASSIGNMENTS - For Information Only

DEPARTMENT/LOCATION	EMPLOYEE NAME	RACE/SEX	POSITION	EFFECTIVE DATE
Transportation	Gailretha Barrett	B/F	Bus Monitor	05/28/24

There were 31 vacancies as of 6/4/24 and arriving on 7/22/24 are fourteen global teachers. Dr. Bennett introduced Ms. Chelsa Jennings as the new Chief Human Resources Officer and thanked the HR team for the continued work they have provided during this transition.

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 May 23, 2024 meeting. The contracts and large purchases were presented for approval.

Thomas Transportation contract is to help offset the transportation needs for several of the district’s families who were displaced because of a local hotel closing. Additional assistance from Thomas Transportation is needed for the wide range of stops to transport our students to and from school. This amended contract increases to \$50,000 for the remainder of the year.

Jordan Driving School is located in Durham and they service several counties. This contract is up for renewal with a slight increase. Per student rates are \$60 for classroom only, \$210 for Behind-the-Wheel only, \$270 for the classroom/behind-the-wheel, and \$30 for the fuel surcharge. The state allocation (PRC 012) for Driver’s education can absorb these prices so there is no impact on fees paid by the students.

Kirkman Flooring will top scrub and recoat the floors and pressure wash the bathrooms at VCMS. Kirkman will work nights and weekends to ensure this is complete before the students and staff return. Capital Outlay funds of \$43,233.75 will be used. The custodial issue at the school has been discussed and reviewed.

Curriculum Associates contract is being extended to ensure continuation of instructional support for students and teachers. The district will gain data-driven adaptive tools to measure student progress. Students will receive a personalized pathway to provide practice to mastery. Title I funds of \$370,892.45 will be used.

FlexPoint Education Cloud will replace Edgenuity at V3A. FlexPoint is a digital curriculum provider that provides customizable and effective digital courses, flexible professional development training and easy-to-use online learning platforms for students in grades 6-12. All curriculum will be in the same platform and grades will update instantly from Canvas to Infinite Campus. With Edgenuity, there were no modifications allowed but with FlexPoint there will be options for modifications. State and federal funds of \$67,820.00 will be used.

Goalbook supports EC educators with instructional design in all content aligned to state standards and research-based frameworks for differentiated instruction. Goalbook is a three-year contract that will provide ready-to-use resources and exemplars to help teachers implement best practices in the classroom. State EC funds of \$91,035 will be used from 2024-2027.

Qualtrics provides a comprehensive tool for all VCS departments to gather data from stakeholders to inform practices and decision-making. Qualtrics streamlines and centralizes data requests, creating cost efficiencies through shared licensing and coordinated training. Qualtrics is currently used for the Innovative Schools application, Parent Bill of Rights surveys and the CTE post-graduation plan surveys. Facility rentals and employee/community engagement surveys are being worked on. Local funds of \$48,691 will be used.

SchoolMint Grow is a classroom observation and teacher feedback platform used to help instructional coaches to complete coaching cycles, hold meetings, and give feedback to teachers. SchoolMint also provides data as it relates to touchpoints that teachers receive and will support the Advanced Teaching Roles program and the Teacher and School Leader (TSL) grant. The TSL grant and/or state funds of \$24,282 will be used.

Studies Weekly provides students with engaging, standards-aligned resources that enhance social studies learning. Students in grades K-5 will receive the opportunity to read more informational text that reflects relevant events that are current and engaging. Title I funds of \$30,435.31 will be used.

NC State Board Trust (NCSBT) is a member-funded, member-managed risk management program that offers boards of education an alternative to insurance for managing various risks. NC School Board Association offers various agreements for the next school year.

Fiscal Year 2024-2025 Estimates	
Membership Dues	\$14,085
Legal Assistance Fund	\$1,500
Policy Updates	\$6,900
On-Line Webhosting	\$3,650
Action Center Contribution	\$3,000
Education Law Subscription	\$900
NCSBA Total	\$30,035
NCSBT E&O/General Liability	\$25,107 Actual
NCSBA & NCSBT Estimated Annual Total	\$55,142

Upon motion by Mrs. White and seconded by Mrs. Cobb, the Board unanimously (7-0) approved the contracts and large purchases with Thomas Transportation, Jordan Driving School, Kirkman Flooring, Curriculum Association, FlexPoint Education Cloud, Goalbook, Qualtrics, SchoolMint Grow, Studies Weekly, NC School Board Trust E&O/GL, and NC School Board Association dues.

Salary Schedules

School Nutrition Managers have been making close to the mandated state rate of \$15 per hour, which caused “salary compression”, and to relieve the compression is to increase managers’ salaries. There are currently thirteen managers who will benefit.

This salary schedule will use approximately \$600,000 in fund balance each year going forward.

Proposed School Nutrition Manager Salary Pay Scale:			
Years of Service	Proposed Monthly	Proposed Annual	Proposed Hourly
1-5	\$2,880.00	\$28,800.00	\$16.62
6-10	\$2,924.00	\$29,240.00	\$16.87
11-15	\$2,968.00	\$29,680.00	\$17.12
16-20	\$3,012.00	\$30,120.00	\$17.38
21-25	\$3,056.00	\$30,560.00	\$17.63
26-30+	\$3,100.00	\$31,000.00	\$17.88

Head Custodian have been making close to the mandated state rate of \$15 per hour, which caused “salary compression”, and to relieve the compression is to increase managers’ salaries. There are seven managers who will benefit. This salary schedule will use approximately \$25,000 in fund balance each year going forward.

Current Salary Scale and Proposed Scale:

Step	Current Head-Monthly	Current Head-Annual	Proposed AVG 5% Increase-Monthly	Proposed AVG 5% Increase-Annual
0	\$2,600.00	\$31,200.00	\$2,821.00	\$33,852.00
1	\$2,704.00	\$32,448.00	\$2,821.00	\$33,852.00
2	\$2,704.00	\$32,448.00	\$2,821.00	\$33,852.00
3	\$2,704.00	\$32,448.00	\$2,821.00	\$33,852.00
4	\$2,704.00	\$32,448.00	\$2,821.00	\$33,852.00
5	\$2,704.00	\$32,448.00	\$2,821.00	\$33,852.00
6	\$2,704.00	\$32,448.00	\$2,848.12	\$34,177.44
7	\$2,704.00	\$32,448.00	\$2,848.12	\$34,177.44
8	\$2,704.00	\$32,448.00	\$2,848.12	\$34,177.44
9	\$2,704.00	\$32,448.00	\$2,848.12	\$34,177.44
10	\$2,746.44	\$32,957.28	\$2,848.12	\$34,177.44
11	\$2,768.07	\$33,216.84	\$2,944.68	\$35,336.16
12	\$2,787.27	\$33,447.24	\$2,944.68	\$35,336.16
13	\$2,800.79	\$33,609.48	\$2,944.68	\$35,336.16
14	\$2,811.58	\$33,738.96	\$2,944.68	\$35,336.16
15	\$2,854.55	\$34,254.60	\$2,944.68	\$35,336.16
16	\$2,850.03	\$34,200.36	\$3,134.77	\$37,617.24
17	\$2,947.28	\$36,367.36	\$3,134.77	\$37,617.24
18	\$2,994.76	\$35,937.12	\$3,134.77	\$37,617.24
19	\$3,043.39	\$36,520.68	\$3,134.77	\$37,617.24
20	\$3,092.02	\$37,104.24	\$3,134.77	\$37,617.24
21	\$3,141.81	\$37,701.72	\$3,134.77	\$40,903.08
22	\$3,192.66	\$38,311.92	\$3,408.59	\$40,903.08
23	\$3,245.81	\$38,949.72	\$3,408.59	\$40,903.08
24	\$3,298.95	\$39,587.40	\$3,408.59	\$40,903.08
25	\$3,352.11	\$40,225.32	\$3,408.59	\$40,903.08
26	\$3,408.65	\$40,903.80	\$3,831.04	\$45,972.48
27	\$3,465.19	\$41,582.28	\$3,831.04	\$45,972.48
28	\$3,521.73	\$42,260.76	\$3,831.04	\$45,972.48
29	\$3,923.73	\$47,084.76	\$3,831.04	\$45,972.48
30	\$3,923.73	\$47,084.76	\$3,831.04	\$45,972.48
31	\$3,923.73	\$47,084.76	\$3,831.04	\$45,972.48
32	\$3,923.73	\$47,084.76	\$3,831.04	\$45,972.48
33	\$3,923.73	\$47,084.76	\$3,831.04	\$45,972.48

Upon motion by Mrs. White and seconded by Mrs. Lewis, the Board unanimously (7-0) approved the salary schedules for School Nutrition Mangers and Head Custodians.

Continuation Budget for FY 2024-2025

The continuation budget will enable the district to operate until a formal initial budget is adopted in the fall. This resolution is at 80% of the current authorized budget that reflects a 20% decrease.

		Continuing Budget	
5000	Instructional Program Funds	\$51,898,740	65.3%
6000	Support Services Program Funds	\$20,902,652	26.3%
7000	Ancillary Services	\$4,026,798	5.1%
8000	Non-Programmed Charges	\$2,653,860	3.3%
Total Budget Expenditures		\$79,482,050	100%
Fund 1	State Public School Fund	45,382,450	57.1%
Fund 2	Local Current Expense Fund	7,244,692	9.1%
Fund 3	Federal Grants Fund	18,532,227	23.3%
Fund 4	Capital Outlay Fund	1,657,171	2.1%
Fund 5	School Nutrition Fund	3,803,720	4.8%
Fund 8	Other Restricted Fund	2,861,789	3.6%
Total Appropriation		\$79,782,050	100%

Upon motion by Mrs. White and seconded by Mrs. Hartness, the Board unanimously (7-0) approved the continuation budget for fiscal year 2024-2025.

Carver and New Hope Elementary Schools Roofing Projects

Carver and New Hope are the first two schools on the list of roofing projects in the district. An outside consultant inspected each school’s roof and ranked them in order of replacement needs. Biltmore Construction, LLC will replace the roofs beginning this summer. Carver is \$291,500 and New Hope is \$394,523 for a total of \$681,023 using Capital Outlay funds (revenue from the sale of Eaton-Johnson and Old Dabney/Western Vance facilities).

Upon motion by Mrs. Hartness and seconded by Mrs. Lewis, the Board unanimously (7-0) approved the roofing project with Biltmore Construction, LLC for Carver and New Hope Elementary schools.

Budget Amendment FY 2023-2024 – All Funds

Budget amendment will enable the district to meet all requirements for the auditors. A called meeting is requested on June 27 to process final budget amendment for the year with an option to zoom in. Board members will receive an emailed copy for review prior to the meeting.

Informational Items

This is the time of year for fiscal year closeout and audits to have a smooth and effective closeout. CPA remote audit begins on May 13, 2024 and the in-person financial audit is the week of August 19, 2024. State supplement is approximately \$3,032.32 and the second half of Local supplements is \$1,250, which will be paid on June 21. The 2024-2025 School nutrition bids will be available at the June 27 called meeting.

Building and Grounds

Mr. Perdue shared information from the May 23, 2024 meeting. The HVAC project at VCMS will continue through the summer and the building will be closed. A gas line and meter has been installed at L.B. Yancey for the recently installed HVAC system and the swing set has been ordered. During the summer months, CFI will only be available for rentals. Summer cleaning will take place at all schools with contract help at the middle and high schools. School painting will take place during the summer. The department completed 2,898 work orders.

Policy

Mr. Horner shared information from the May 23, 2024 meeting. A draft post suspension intake policy was discussed and suggested that it would be reviewed at the first 40, 60, and 90 days of school to collect data that includes a tracking element. The policy will be revisited after 45 days. Also discussed was the 7340-Dress Code Policy. This policy addresses the employee Dress and appearance for staff. It was suggested that the Board look at the procedure to determine if #6 – Limit facial piercing would be either enforced fully or taken out of the policy. This policy will be tabled until the next meeting. The 7000-9000 Series and the NC School Board Association recommendations were presented. The policies with minor changes are 7262-Communicable Disease - Employee, 7263-Covid-19 Employee Pandemic Safety Mitigation Policy, 7730-Employee Conflict of Interest, and 8325-Daily Deposits. There were no changes to the 9000 Series.

Policy Review

I.	Personnel	
	7100	Recruitment and Selection of Personnel
	7110	Information Provided by Applicant or Employee
	7120	Employee Health Certificate
	7130	Licensure
	7210	Staff involvement in Decision Making
	1750/7220	Grievance Procedure for Employees
	1710/4020/7230	Discrimination and Harassment Prohibited by Federal Law
	1730/4022/7231	Nondiscrimination on the Basis of Disabilities
	7232	Discrimination and Harassment in the Workplace
	4023/7233	Pregnant and Parenting Students and Employees
	1720/4030/7235	Title IX Nondiscrimination on the Basis of Sex
	1725/4035/7236	Title IX Sexual Harassment – Prohibited Conduct and Reporting Process
	1726/7237	Title IX Sexual Harassment Grievance Process
	7240	Drug-Free and Alcohol-Free Workplace
	7241	Drug and Alcohol Testing of Commercial Motor Vehicle Operators
	5026/7250	Smoking and Tobacco Products
	7260	Occupational Exposure to Bloodborne Pathogens
	7262	Communicable Diseases - Employees
	7263	Covid-19 Employee Pandemic Safety Mitigation Policy
	7265	Occupational Exposure to Hazardous Chemicals in Science Laboratories
	5024/6127/7266	Emergency Epinephrine Auto-Injector Devices
	5028/6130/7267	Automated External Defibrillator
	1510/4200/7270	School Safety
	1510/4200/7270-R	Responding to Bomb Threats
	4201/7271	Injury and Loss Prevention
	4202/5029/7272	Service Animals in Schools
	5027/7275	Weapons and Explosives Prohibited
	1760/7280	Prohibition Against Retaliation
	7300	Staff Responsibilities
	4040/7310	Staff-Student Relations
	4329/7311	Bullying and Harassing Behavior Prohibited
	4240/7312	Child Abuse and Related Threats to Child Safety
	2125/7315	Confidential Information
	4250/5075/7316	North Carolina Address Confidentiality Program
	3225/4312/7320	Technology Responsible Use
	3227/7322	Web Page Development
	3228/7323	Use of Personal Technology to Conduct School Business
	3230/7330	Copyright Compliance
	7335	Employee Use of Social Media
	7340	Employee Dress and Appearance
	4334/5035/7345	Use of Unmanned Aircraft (Drones)

5070/7350	Public Records – Retention, Release, and Disposition
5071/7351	Electronically Stored Information Retention
7360/8225	Crowdfunding on Behalf of the School System
7400	Job Descriptions
7405	Extracurricular and Non-Instructional Duties
6316/7406	Duty to Drive a School Bus and Exemption
7410	Teacher Contracts
7420	Superintendent Contract
7422	Assistant Superintendent/Executive Director of Student Services Contracts
7425	School Administrator Contracts
7430	Substitute Teachers
7440	Assignments/Reassignments/Transfers
7500	Workday and Overtime
7503	Teleworking
7505	Compliance with State Board of Education Employment Policies
7510	Leave
7520	Family and Medical Leave
7530	Military Leave
7540	Voluntary Shared Leave
7541	Sick Leave Bank
7550	Absence Due to Inclement Weather
7560	Permitted Salary Deductions for Absences and Discipline of Certain Exempt Employees
7610	Defense of Board Employees
7620	Payroll Deductions
7635	Return to Work
7650	Employee Travel and Other Expense Reimbursement
7710	Membership in Professional Organizations
7720	Employee Political Activities
7730	Employee Conflict of Interest
1610/7800	Professional and Staff Development
7805	Superintendent Evaluation
7810	Evaluation of Licensed Employees
7811	Plans for Growth and Improvement of Licensed Employees
7815	Evaluation of Non-Licensed Employees
7820	Personnel Files
7821	Petition for Removal of Personnel Records
4705/7825	Confidentiality of Personal Identifying Information
4705/7825-R	Confidentiality of Personal Identifying Information
7900	Resignation
7910	Retirement
7920	Reduction in Force: Teachers and School Administrators
7921	Classified Personnel Reduction
7930	Professional Employees: Demotion and Dismissal
7940	Classified Personnel: Suspension and Dismissal
7950	Non-Career Status Teachers: Nonrenewal
Fiscal Goals	
8100	Budget Planning and Adoption
8110	Budget Resolution
8210	Grants and Funding for Special Projects
8220	Gifts and Bequests
7360/8225	Crowdfunding on Behalf of the School System
8230	Penalties, Fines and Forfeitures
8300	Fiscal Management Standards
8305	Federal Grant Administration

3565/8307	Title I Program Comparability of Services
8310	Annual Independent Audit
8320	Depositories
8325	Daily Deposits
8330	Facsimile Signatures
8340	Insurance
8341	Limited Claim Settlement
8350	Fixed Assets Inventory
8410	Individual School Accounts
8510	School Finance Officer
8520	School Treasurer
8530	Fidelity Bonds
Facilities	
9000	Planning to Address Facility Needs
9010	Site Selection
9020	Facility Design
9030	Facility Construction
6401/9100	Ethics and the Purchasing Function
9110	Use and Selection of Architects, Engineers, Surveyors, and Construction Managers at Risk
9115	Prequalification of Bidders for Construction Projects
9120	Bidding for Construction Work
6441/9121	Bidders' List
9125	Participations by Minority Businesses
9130	Supervision of Construction Contracts
9200	Care and Maintenance of Facilities
9205	Pest Management
9210	Care and Maintenance of Grounds and Outdoor Equipment
9220	Security of Facilities
9300	Naming Facilities
9400	Sale, Disposal, and Lease of Board-Owned Real Property

Upon motion by Mrs. Cobb and seconded by Mrs. White, the Board unanimously (7-0) accepted the recommended minor changes to policies 7262-Communicable Disease - Employee, 7263-Covid-19 Employee Pandemic Safety Mitigation Policy, 7730-Employee Conflict of Interest, and 8325-Daily Deposits.

Curriculum

Mrs. Lewis shared information from the May 23, 2024 meeting. In April, eighty-four staff members earned 135.7 total contact hours for professional development. Advanced Teaching Roles is a program aimed to extend the reach of excellent teachers to enhance teaching and learning through innovative approaches, focusing on teacher effectiveness and student learning. Demographic and enrollment data was shared that showed overall enrollment remained stable. Staff are monitoring the homeless students who were displaced because of a hotel closure. The Technology department reported that the protective covers for the devices is working well with greater success in elementary schools than secondary schools and 2,582 work orders were completed for the month. The NC General Assembly has implemented this program as a three-year pilot for ten districts and Vance was selected. Master teachers will receive extra incentives and evaluated on a learning recovery rate.

The program's lattice includes:

- 6 out of 16 schools with Multi-Classroom Leaders (MCLs), projected to increase to 9 for the 2024-2025 school year
- 3 out of 16 schools with Expanded Impact Teachers (EITs)
- 4 out of 16 schools with Reach Extenders (REs)
- Teacher Development Specialists serving all 16 schools
- Master Teachers in all 16 schools

The Migrant Education Plan that supports children and youth aged 3-21 who have not yet received a high school diploma or equivalent and have recently moved into the district. The program helps students overcome challenges such as frequent moves, cultural-language differences, and other educational disruptions to meet academic standards.

Upon motion by Mrs. Lewis and seconded by Mrs. White, the Board unanimously (7-0) approved the Migrant Education Plan for 2024-2025 school year.

Community & Business Relations

Mrs. Gooche shared that the district’s story continues to be shared through social media, website, newspaper, WIZS and billboard. The Class of 2024 will be the next billboard and a press release will be shared for each graduating class showcasing scholarship and data. Insights and analytics show that customers are viewing the school menus and calendars the most and the district’s goal metric is to have half of ADM as followers to ensure the district’s story is being shared. The Teachers Executive Institute is June 19-21 and is in partnership with the Henderson-Vance Chamber of Commerce. The Optimist Club is providing a mini grant for one elementary school and the application opened in June. The athletic pages will be linked to the Vance County Schools website main page for greater visibility.

New Business – None

Transfer Requests

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

Upon motion by Mrs. White and seconded by Mrs. Hartness, the Board unanimously (7-0) approved the twenty-five 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 7:36 p.m.

Upon motion by Mrs. Lewis and seconded by Mrs. Cobb, the Board unanimously (7-0) approved to make a one-time \$15,000 payment to Ms. Patricia Terry for retirement benefits.

Being no further business, upon motion by Mrs. Hartness and seconded by Mrs. Lewis, the Board voted unanimously (7-0) to adjourn the meeting at 7:36 p.m.

BOARD CHAIR, RANDY M. OXENDINE

SECRETARY, CINDY W. BENNETT