

Minutes of the Vance County Board of Education Meeting
October 14, 2024

The Vance County Board of Education met in regular session on October 14, 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. John Suther, Chief Finance Officer, Mrs. Aarika Sandlin, Chief Officer of Communication and Innovative Support, Ms. Chelsa Jennings, Chief Human Resources Officer, Mr. Kevin Perdue, Chief Operations, Mr. Rey Horner, Executive Director for Student Services, Dr. Destiney Ross-Putney, Chief Officer of Instruction and Innovation, Jacqueline Batchelor-Crosson, Executive Director of Federal Programs & Elementary Education, and Mrs. Marsha Abbott, Director of Technology.

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 September 9, 2024 minutes was motioned by Mrs. Hartness and seconded by Dr. Perry, with a unanimous (7-0) 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 (7-0) approved the agenda.

VIII. A. Personnel Addendum

X. A. Field Trip

Recognitions/Announcements

National Principals' Month

The Board recognized school principals for National Principals' Month, honoring the important role that school principals play in education. Principals were thanked for all the work they do and was presented with a McGregor Hall gift certificate.

National Custodian Day

The Board recognized school custodians for National Custodian Day held on October 2, 2024. It's a day to recognize the hard work of custodians who keep schools and workplaces clean and safe. Lead custodians from Zeb Vance, Carver, Clarke, New Hope, Vance County Middle, Advance Academy, L.B. Yancey, STEM, CFI and ASC were presented with a certificate of appreciation. The district will schedule a luncheon for all custodians.

School Board Attorney

Mr. Oxendine thanked Mr. Jerry Stainback for his service to Vance County Schools and he received a Wake Forest University popcorn bucket as a thank you souvenir.

Public Comments – None

Superintendent's Report

The Fiscal Oversight Monthly Report was shared for information only.

Alternative Program Update

The district has non-traditional programs that offer personalized support for students in varied locations using flexible times. Children Learning to Improve and Manage Behaviors (CLIMB) is a program for grades 3-5 students who need enhanced academic and social emotional support. Principals recommend students to CLIMB as an alternative to suspensions. The program has two staff and student transportation is provided for their ten-day session. Advance Academy (AA) is a program for grades 6-12 with 125 students enrolled. Student in grades 6-8 attend a full day that allows for credit recovery and students 9-12 attend four-hour shifts from 8:00-12:00, 12:00-4:00 or 4:00-8:00. The

Vance Virtual Village Academy (V3A) is a virtual program for students in grades 6-12 with 125 students enrolled. The program offer asynchronous and synchronous components with opportunities for face-to-face experiences.

Advanced Teaching Roles (ATRs)

ATR is a part of Opportunity Culture that support recruitment. The ATR career lattice consists of a coordinator, Multi-Classroom Leader (MLC) I, MLC II, MLC III, Teacher Development Specialist, Master Teacher, Extended Impact Teacher (EIT) I, EIT II, EIT III and a Reach Associate. The district currently has eight Math Teacher Development Specialists, twelve MCLs, sixteen Master Teachers, two EITs and eight Reach Associates. ATR provides monthly content and coaching clinics, one-on-one coaching sessions and TSL grant training called Coaching for Change.

Board of Education Standing Committees

Personnel

Ms. Jennings shared information from the October 8, 2024 meeting.

I. EMPLOYMENT RECOMMENDATION(S)

LOCATION	EMPLOYEE NAME	RACE/SEX	POSITION	EFFECTIVE DATE
Advance Academy	Clarencia Green	B/F	Assistant Principal	10/07/24
Clarke	Kayla Perry	B/F	Teacher Assistant	10/07/24
Dabney	DeNita Marrow	B/F	Child Nutrition Assistant	10/02/24
Dabney	Josephine Hill	W/F	Custodian	10/08/24
E.O. Young	Naujal Wilkins	B/M	Child Nutrition Assistant	10/07/24
L.B. Yancey	Chyna Hargrove	B/F	Teacher Assistant	10/07/24
Pinkston	Kimarsha Bellanfante	B/F	Teacher Assistant	10/09/24
STEM	Daja Wright	B/F	Teacher	10/02/24
STEM	Dalla Ashe	B/F	Child Nutrition Assistant	10/15/24
VCHS	Diego Sanchez	H/M	Teacher	10/03/24
CFI	Yasmin Escamilla	H/F	Custodian	09/16/24
Clarke	Courtney Somerville	B/F	Teacher Assistant	09/30/24
Clarke	Malicia Robinson	B/F	EC Teacher Assistant	09/16/24
Clarke	Naisha Wynn	B/F	EC Teacher Assistant	09/23/24
E.O. Young	Latessa Wilkerson	B/F	Teacher Assistant	09/23/24
E.O. Young	Niesha Durham	B/F	Bus Driver	09/12/24
L.B. Yancey	Theodora Smith	B/F	Teacher Assistant	09/23/24
Pinkston	Tykeria Bullock	B/F	EC Teacher Assistant	09/23/24
STEM	Alice Clements	B/F	Child Nutrition Assistant	09/16/24
STEM	Maryflor Bolanos	B/F	Custodian	09/16/24
Transportation	Darrica Branch	B/F	Bus Driver/Monitor	09/12/24
Transportation	Francesca Cheek	B/F	Bus Driver/Monitor	09/16/24
Transportation	Kirby Hightower	B/M	Bus Driver/Monitor	09/23/24
VCEC/VCHS	Jessica Austin	B/F	Teacher Development Specialist	09/11/24
VCHS	Dominique Anderson	B/F	Teacher	09/16/24
VCMS	Bonnie Edwards	B/F	Teacher	09/20/24
VCMS	Jacqueline Bates	B/F	Teacher Assistant	09/11/24
VCMS	Lennis Sample	B/F	Teacher	09/18/24
VCMS	Yoleshia Hargrove	B/F	Teacher Assistant	09/13/24
V3A	Brandie Smith	B/F	Teacher	09/23/24

II. RESIGNATION(S)

LOCATION	EMPLOYEE NAME	RACE/SEX	POSITION	REASON	EFFECTIVE DATE
Clarke	Jacqueline Ayscue	W/F	Bookkeeper	Career Change	10/25/24
ASC	Cathy Kidd	B/F	Assistant Finance Officer	To work in another NC school system	

ASC	Charrai Hunter	B/F	Secondary ELA Specialist	To work in a NC charter school	
ASC	Jarrad Wilkinson	W/M	Technician I	Other employment not in education	
ASC	Ruth Daniel	B/F	EC Nurse	Other employment not in education	
Clarke	Jennifer Antel	W/F	Teacher Assistant	Other employment not in education	
E.O. Young	Sherina Terry	B/F	Teacher Assistant	Other employment not in education	
L.B. Yancey	Kamisha Burwell	B/F	Teacher Assistant	Other employment no in education	09/20/24
VCHS	Todd Jeffreys	W/M	Teacher	Job Dissatisfaction	10/04/24

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

NEW LOCATION	EMPLOYEE NAME	NEW POSITION	OLD POSITION	/LOCATION	EFFECTIVE DATE
Clarke	Leroy Hunter	Child Nutrition Assistant	Custodian	E.O. Young	10/01/24
VCHS	Keith Gill	Custodian	Custodian	Dabney	09/17/24

IV. LEAVE – For Information Only

LOCATION	EMPLOYEE NAME	RACE/SEX	LEAVE TYPE	POSITION	EFFECTIVE DATE
Aycock	Mary Wiggins	W/F	FMLA	Teacher	09/01/24-12/08/24
Carver	Henri Parham	W/F	FMLA	Teacher Assistant	09/04/24-11/13/24
Dabney	Barbara Newsome	B/F	FMLA	Teacher Assistant	08/19/24-10/30/24
Dabney	Taylor Hedgepeth	W/F	FMLA	Teacher	09/17/24-12/16/24
STEM	Othneil Fyffe	B/M	FMLA	Teacher	10/09/24-11/06/24
VCHS	Joannie Aldridge	W/F	FMLA	Teacher	10/04/24-11/15/24
VCMS	Andrea Reavis	B/F	FMLA	Guidance Counselor	09/01/24-06/30/25
VCMS	Jodian Evans Fyfee	B/F	FMLA	Teacher	10/09/24-12/04/24
VCMS	Stenesa Neal	B/F	FMLA	Teacher	09/03/24-09/24/24
Carver	Donna Williams	B/F	FMLA	Custodian	08/26/24-01/01/25
VCHS	Albert Ellis III	W/M	FMLA	Teacher	08/01/24-09/09/24
VCHS	Cortez Jones	B/M	FMLA	Teacher	10/03/24-10/31/24
VCHS	Kathy Bolton	W/F	FMLA	Receptionist	08/22/24-11/12/24

V. ADDITIONAL ASSIGNMENT – For Information Only

LOCATION	EMPLOYEE NAME	RACE/SEX	POSITION	EFFECTIVE DATE
Transportation	Tykeria Bullock	B/F	Bus Driver/Monitor	09/23/24
Transportation	Theodora Smith	B/F	Bus Driver	09/23/24

There were 19 vacancies as of October 3, 2024 and the ESS Substitute System fill rate was 91%.

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

Finance

Mr. Suther shared information from the September 26, 2024 meeting. The contracts and large purchases were presented for approval.

Edmentum – Apex Learning is a course platform that Advance Academy and all high school students use to complete their assignments, which are aligned with the NC standards. This is a two-year contract (2024-2026) using \$86,486.40 of Federal Title 1 funds.

Upon motion by Mrs. White and seconded by Mrs. Cobb, the Board unanimously (7-0) approved the Edmentum Contract.

2024-2025 Contract with Laura Rigsbee is a one-year contract where Mrs. Rigsbee will support the development, coordination and implementation of the AIG program. Support will be provided to the district's AIG facilitators with student identification, comprehensive programming, differentiated instruction, partnerships, and program accountability. \$50,000 of AIG funds will be used.

Upon motion by Mrs. White and seconded by Dr. Perry, the Board unanimously (7-0) approved the contract with Laura Rigsbee.

Nearpod is a software and digital interactive content tool for grades K-12 for the 2024-2025 school year and is being requested by the Instructional Team for continued use. It provides live interactive lessons, view real time student responses, and tracks data for correction action. It offers unlimited storage, over 22,000 interactive lessons, reporting, LMS and LTI integrations. \$37,685.29 of Federal Title 1 funds will be used.

Upon motion by Mrs. White and seconded by Dr. Perry, the Board unanimously (7-0) approved the Nearpod purchase.

zSpace contract will continue the opportunities of hands-on, mixed-reality experiences for students in subjects like anatomy and physics. The four labs at the Center for Innovation, Vance County High, Vance County Middle and STEM will continue the support of the strategic goals to foster innovation and experiential learning. Some of the product licenses purchased are for automotive maintenance and repair, human anatomy and biology, sciences, and math. Funding will come from ESSERS of \$111,550 for a one-year license. ESSERS funds ends on September 30, 2024 and must be encumbered.

Upon motion by Mrs. White and seconded by Mrs. Gooche, the Board unanimously (7-0) approved the zSpace Contract.

Upgrade HVAC Controls @ New Hope will allow for more functionality and will be the same as the new systems being installed at other sites throughout the district. The system provides more comfortable and efficient operation while allowing programming to be remotely controlled via by web-based program. \$98,982.00 of ESSERS funding will be used.

Upon motion by Mrs. White and seconded by Mrs. Hartness, the Board unanimously (7-0) approved the purchase of new the new HVAC Control system at New Hope Elementary.

Lottery Payment Debt Services

The annual approval of the Quality School Capital Bond (QSCB) and Quality Zone Academy Bond (QZAM) applications to allow the County to use NC Education Lottery funds to service debt incurred on behalf of the Vance County School Board are recommended for approval.

Projected Annual Funds Available from the Lottery:	\$350,555.00
QSCB:	\$261,621.33
<u>QZAB:</u>	<u>\$123,154.63</u>
Total	\$384,775.96

Remaining Annual Funds projected in Lottery: -\$ 34,220.96

This will be a reduction to the lottery fund balance. Current lottery balance is \$2,362,490.25

Upon motion by Mrs. White and second by Dr. Perry, the Board unanimously (7-0) approved to use the application for the use of the NC Lottery funds for Debt Service obligations of the QZAB and QSCB loans.

VCHS Greenhouse Grant will receive a new greenhouse using \$80,941.63 of funds from the NC Future Farmers of America (NC FFA) grant and Restart funds will cover expenses over this amount.

Upon motion by Mrs. White and second by Dr. Perry, the Board unanimously (7-0) approved the purchase of the VCHS greenhouse.

Building and Grounds

Mrs. Hartness shared information from the September 26, 2024 meeting. The punch list continues to be completed at VCMS and ESSERS funds were available to replace the HVAC control system at New Hope Elementary. Principals are prioritizing their top three needs for Capital Outlay and the list will be submitted to the County for funding. Pinkston Street is the next school for roof replacement and painting. Eight new drivers have started or are in the final onboarding stages with Human Resources. The department has completed 630 work orders for the month of September.

Policy

Mr. Horner shared information from the September 26, 2024 meeting. Presented were the 3000 Series – Board Operations, which had no changes. The following policies below were rescinded and replaced by updated policies.

1725/4035/7236	Title IX Sex Discrimination – Prohibited Conduct and Grievance Procedures
1726/4036/7237	Title IX Sexual Harassment Grievance Process
7232	Discrimination and Harassment in the Workplace

Upon motion by Mrs. Cobb and seconded by Dr. Perry, the Board voted (7-0) to rescind policies 1725/4035/7236, 1726/4036/7237 and 7232.

The following policies had substantial and minor changes recommended by the NC School Board Association.

Substantial

4023/7233	Pregnant and Parenting Students and Employees
4329/7311	Bullying and Harassing Behavior Prohibited

Minor

1300	Governing Principle – Parental Involvement
1500	Governing Principle – Safe, Orderly, and Inviting Environment
1600	Governing Principle – Professional Development
1700	Governing Principle – Removal of Barriers
1742/5060	Responding to Complaints
1760/7280	Prohibition Against Retaliation
2500.OPTA	Hearing Before the Board
404/7310	Staff-Student Relations
7335	Employee Use of Social Media
7820	Personnel Files

Upon motion by Mrs. Cobb and seconded by Dr. Perry, the Board voted (7-0) to accept the substantial and minor changes to the policies above that were recommended by the NC School Board Association.

The proposed Animals in Schools policy (3000 and 8000 series) is to inform parents if there was an animal in the classroom and the principals will decide whether or not the animal would be allowed in the building. It is recommended for a 30-day review.

Upon motion by Mrs. Cobb and seconded by Dr. Perry, the Board voted (7-0) to post the Animals in Schools policy on the district website for a 30-day review.

Curriculum

Mrs. Lewis shared information from the September 26, 2024 meeting. Staff members participated and collectively earned 1,082.5 hours of professional development and digital learning competencies are no longer required for licensure renewal. Professional learning communities are held across all core content areas from K-12 grades and specialized departments. Groups meet at least once a month to foster consistent collaboration and improvement and the primary focus is to enhance instructional practices and boost student engagement. In addition, the groups analyze data from common assessments, using this data to design lesson plans that support differentiated instruction and address needs more effectively. The district has forty-nine first-year beginning teachers and fifty-four second year beginning teachers. Every beginning teacher has a mentor who provides support weekly to first year teachers and support to second year teachers every other week. International teachers are being trained and a session is scheduled for this month. An overview of the implementation of the district's literacy intervention plan was shared showing that the data provides valuable insight into student performance; the current plan focuses on students in K-4 grades, with the potential extension to fifth grade. Individualized plans for students are developed based on the testing data. Students needing additional support are receiving it outside of their core instructional time, ensuring that the allotted time for intervention does not interfere with core instruction. Efforts are being made to involve parents in understanding how to support their children's learning. All students and staff in elementary and secondary schools have received their assigned devices. Staff members interested in purchasing their current device when they turn it in for a new one, are required to sign a device agreement form and devices will not have VCS software on it.

Community & Business Relations

Mrs. Sandlin shared information from the September 26, 2024 meeting. Past events were shared and the upcoming events are the VCS Retirement Banquet on October 22 and the Pre-k Book or Treat on October 25. Facebook reached 8,250 followers, News You Can Use reached approximately 300 employees and the district website most accessed pages are the school menus, staff login link, calendars and job opportunities. The Tiny house reached 33,304. The district continues to advertise on WIZS, Henderson Daily Dispatch, and billboard on Norlina Road. The district has forty-six approved volunteers and facility rentals has fifty-three dates on the books for 2024-2025.

New Business

The second Monday in October is Indigenous Peoples' Day and this is a holiday in the United States that celebrates and honors Indigenous American peoples and commemorates their histories and cultures. Indigenous Peoples' Day celebrates the invaluable contributions and resilience of Indigenous peoples, recognizes their inherent sovereignty, and commits to honoring the Federal Government's trust and treaty obligations to Tribal Nations.

Field Trip Request

Advance Academy request to travel to South Chesterfield, VA to tour Virginia Union University on November 9, 2024.

Upon motion by Mrs. White and seconded by Mrs. Hartness, the Board unanimously (7-0) approved the Advance Academy field trip.

Transfer Requests

Dr. Bennett presented six student requests to transfer into the district.

Upon motion by Mrs. Hartness and seconded by Mrs. White, the Board unanimously (7-0) approved the six 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 6:50 pm.

The Board returned to the open session at 7:54 p.m.

Being no further business, upon motion by Mrs. Hartness and seconded by Mrs. Cobb, the Board voted unanimously (7-0) to adjourn the meeting at 7:54 p.m.

BOARD CHAIR, RANDY M. OXENDINE

SECRETARY, CINDY W. BENNETT