

Minutes of the Vance County Board of Education Meeting  
August 12, 2024

The Vance County Board of Education met in regular session on August 12, 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, Chief Officer of Communication and Innovative Support, Ms. Chelsa Jennings, Chief Human Resources Officer, Mr. Kevin Perdue, Chief Operations, Mrs. Marsha Abbott, Chief Technology Officer.

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 and 27, 2024 minutes was motioned by Mrs. White, and seconded by Mrs. Hartness 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. Gooche, the Board unanimously (7-0) approved the agenda.

#### VIII. A. Personnel Addendum

#### X. B. Transfers Revised

#### Recognitions/Announcements

##### Teachers Executive Institute (TEI)

Mrs. Sandlin and Ms. Sandra Wilkerson, Henderson-Vance Chamber of Commerce Director shared that the Teachers Executive Institute has existed for 30 years sharing all about Vance County's assets. The participants listed below were recognized and presented with certificates.

Terence Nichols, Nicole Clarke, Othneil Fyffe, Nordette Givans, Kay Turner, Katie Tiekling, Lori-Ann Lewis, Jeanne-Marie Munroe Criddle, Patrick Pama, Shakera Roach-Thompson, Shanice White, Deidre Taborn, and Vickie Ann Fullwood-Barrett.

##### Data Managers – Infinite Campus

Mr. Horner and Mrs. Abbott shared that the data managers are hardworking and dedicated to their job. They have transitioned the district from PowerSchool to Infinite Campus, the new comprehensive student information system. Data Managers have completed 96 courses and accumulated over 500 hours of training. Recognized are Diana McCann, Beth Shelton, Lisa Edwards, Melonie Gupton, Elisha Burgess, Hazel Henry, and Tracey Hargrove-Jones.

##### NC Governor's School

Dr. Ross-Putney shared that this is the second consecutive year that VCHS has had a Governor's School selection. The Board recognized and congratulated Lia Machado as the Vance County School representative. The Governor's School of NC is a four-week summer residential program and this year 1800 students applied with only 700 selected.

##### Public Comments – None

##### Superintendent's Report

The Fiscal Oversight Monthly Report was shared for information only. Auditors will be on site the week of August 19 for the financial portion of the annual audit. The final payment for summer school staff was made on August 2 and the finance department is currently building this year's budget.

**Teacher Working Conditions Survey Results**

Dr. Bennett shared that Vance County Schools has sixteen schools and 87.93% of staff completed the survey. 90% of staff noted that the district is a good place to work, 83% said the district has an atmosphere of trust, and 82% look forward to coming to work. Some of the staff concerns are classroom management, instructional strategies, special populations, and multilingual learners. Mrs. White noted that teachers say they do not get enough instructional time and every teacher needs time away from the students.

**Board of Education Standing Committees**

**Personnel**

Ms. Jennings shared information from the June 4, 2024 meeting.

**I. EMPLOYMENT RECOMMENDATION(S)**

LOCATION	EMPLOYEE NAME	RACE/SEX	POSITION	EFFECTIVE DATE
EM Rollins	Alana Crowder	W/F	Teacher Assistant	08/01/24
EM Rollins	Alexis Delbridge	B/F	Teacher	08/07/24
EM Rollins	Jayla Long	B/F	Teacher	08/07/24
VCHS	Jaron Cox	W/M	Band Director	08/07/24
VCHS	Montellus Williams	B/M	Teacher	08/07/24
ASC	Shonda Robinson	B/F	Lead Bookkeeper/Internal Auditor	07/08/24
Advance Academy	Sudian Hylton	B/F	Teacher	08/19/24
Early College	Tammy Pegram	W/F	Bookkeeper	08/05/24
Aycock	Nadia Lopez	H/F	Bookkeeper	07/08/27
Clarke	Jacqueline Ayscue	W/F	Bookkeeper	07/08/24
Clarke	Ray Howell	B/M	Teacher	08/19/24
Durham County	Amanda Hoffman	W/F	Early Literacy Specialist	07/01/24
EM Rollins	Altrovis Terry	B/F	Teacher	08/01/24
EM Rollins	Melissa Ford	B/F	EC Teacher	08/01/24
EO Young	David Cooper, Jr	B/M	Assistant Principal	08/01/24
EO Young	Orlinda Perry Terry	B/F	Teacher	08/15/24
LB Yancey	Kimberly Bellanfanie	B/F	Teacher	08/19/24
Pinkston	Alecia Martin-Anglin	B/F	Teacher	08/19/24
Pinkston	Hubert Anderson	B/M	Teacher	08/19/24
Pinkston	Mia Harrison	B/F	EC Teacher	08/19/24
Pinkston	Nastassia Gordon	B/F	Teacher	08/19/24
Pinkston	Opal Cunningham	B/F	Teacher	08/19/24
Pinkston	Tannesia Ellis	B/F	Teacher	08/19/24
STEM/Advance Academy/Vance Virtual	Santonate Hastings	B/F	Teacher	08/19/24
STEM	Ann Lee-Daley	B/F	Teacher	08/19/24
VCHS	Jenel Henry	B/F	Teacher	08/19/24
VCHS	Ronique Golding	B/F	Teacher	08/19/24
VCMS	Lacresha Henderson	B/F	Teacher	08/19/24
VCMS	Odane Barnaby	B/M	Teacher	08/19/24
VCMS	Patrice Rankine	B/F	Teacher	08/19/24
VCMS	Sandrine Taylor	B/F	Teacher	08/19/24
Wilson	Elizabeth Sharpe	W/F	Early Literacy Specialist	07/01/24
Zeb Vance	Kiangi Hill	B/F	Teacher	08/19/24

**II. RESIGNATION(S)**

LOCATION	EMPLOYEE NAME	RACE/SEX	POSITION	REASON	EFFECTIVE DATE
Aycock	Brittany Campbell-Wilson	B/F	Teacher	Career Change	06/18/24

VCHS	Mya Davis-Cummings	B/F	Teacher	To teach in another NC school district	08/02/24
VCHS	Roldan Bangalan	O/M	Teacher	To continue education	08/20/24
ASC	Jinell Cheek	B/F	Behavior Specialist	Resigned	09/06/24
ASC	Pamela Criswell	B/F	EC Compliance Specialist	To teach in another NC school system	08/16/24
Aycock	LaKesha Dean	B/F	Custodian	Relocation	06/21/24
Dabney	Dora Moldovan	W/F	Assistant Principal	To teach in another NC school system	07/31/24
Dabney	Karen Jennings	W/F	Teacher	Resigned	08/09/24
Dabney	Ellen Harris	W/F	Teacher	To teach in another NC school system	08/12/24
Carver	Debbie McCune	W/F	Teacher	To teach in another NC school system	07/22/24
Carver/EOY	Jasmine Peace	B/F	Social Worker	Career Change	06/30/24
Carver/EOY	Erica Evans	B/F	Assistant Principal	Relocation	07/24/24
Pinkston	Krishnauna Perry	B/F	Teacher Assistant	Family Responsibility	06/18/24
Clarke	Terisa Tribble	F	Art Teacher	To teach in another NC school system	07/30/24
Pinkston	Sophia McInnis	B/F	Teacher	Relocation	06/19/24
STEM	Dalla Ashe	B/F	Cafeteria Assistant	To teach in another NC school system	06/11/24
STEM	Shana Williams	B/F	Custodian	Resigned	06/24/24
VCHS	Ashley Boone-Roach	B/F	EC Teacher	Career Change	08/03/24
VCHS	Charles Waterman	B/M	Band Director	Career Change	07/11/24
VCHS	Raven Sanford	W/F	Nurse	Career Change	07/31/24
VCHS	Stephen Deck	W/M	Teacher	To teach in another NC school system	07/22/24
VCMS	George Pettiford	B/M	EC Teacher Assistant	To teach in another NC school system	07/01/24
Vance Virtual Village	Lisa Jacobs	W/F	Teacher	To teach in another NC school system	08/18/24
Vance Virtual Village	Cynthia Nnaemeka	B/F	Teacher	To teach in another NC school system	08/18/24
VCS	Monika Evans	B/F	Social Worker	Career Change	08/17/24
Zeb Vance	Jasmine Williams	W/F	MCL	To teach in another NC school system	07/31/24

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

NEW LOCATION	EMPLOYEE NAME	NEW POSITION	OLD POSITION	/LOCATION	EFFECTIVE DATE
Advance Academy	Elvia Boadi	Social Worker	Social Worker	EM Rollins	07/01/24
Advance Academy	Marvalene Mouzon	Guidance Counselor	Guidance Counselor	Carver/Vance Virtual Village	07/01/24
ASC	Angela Cusaac	CTE Coordinator of Career Development/Special Populations	Assistant Principal	Advance Academy	07/01/24
Aycock	Michelle Wells	Program Specialist	Program Specialist	LB Yancey	07/08/24

Carver	Deidra Taborn	Guidance Counselor	Guidance Counselor	EO Young	07/01/24
Carver	Mattie Waters	Teacher	Teacher	Vance Virtual Village	07/01/24
Dabney	Wendy Parker	Custodian	Custodian	VCHS	07/01/24
Dabney	Ginger Glover	Teacher	Teacher	Vance Virtual Village	07/01/24
Dabney	Angela Denton	Teacher	Teacher	STEM	07/01/24
EM Rollins	Tammy Barrow	CLIMB Coordinator	Teacher	VCMS	07/01/24
EO Young	Karrene Turner	Guidance Counselor	Guidance Counselor	Advance Academy	07/01/24
EO Young	Janesha Marrow	Teacher	Teacher	Aycock	07/01/24
Pinkston	LaVonda Williams	Assistant Principal	Assistant Principal	Pinkston/LB Yancey	07/01/24
VCMS	Sallie Nelson	Teacher	IPG Family & Community Liaison	VCMS	08/19/24
VCHS	Richard Bats	TA	Teacher Assistant	VCMS	08/19/24
Zeb Vance	Evan O'Geary	Teacher	Teacher	Dabney	07/01/24
Zeb Vance	Jeffrey Bagagnan	EC Teacher	EC TA	Zev Vance	08/19/24
VCHS	Ann Tonette Alvaran	EC Teacher	EC Teacher	EM Rollins	08/04/24
Advance Academy Vance Virtual Village	Hazel Henry	Bookkeeper	Bookkeeper	Early College	08/07/24
Carver	Mattie Waters	Teacher	Teacher	Vance Virtual	08/19/24
Dabney	Ginger Glover	Teacher	Teacher	Vance Virtual	08/19/24
EM Rollins	Tonya Reavis	CLIMB TA	EC TA	VCMS	08/07/24
Early College	Tammy Pegram	Bookkeeper	Bookkeeper	Advance Academy/Vance Virtual Village	08/07/24

**IV. LEAVE – For Information Only**

LOCATION	EMPLOYEE NAME	RACE/SEX	LEAVE TYPE	POSITION	EFFECTIVE DATE
VCHS	Albert Ellis	W/M	FMLA	Teacher	05/17/24-05/28/24
VCHS	Anthony Pauling	B/M	FMLA	Custodian	05/13/24-06/03/24
Carver	Regina Miles	B/F	FMLA	Principal	07/01/24-07/19/24
ASC	Aarika Sandlin	W/F	FMLA	Chief Communications Officer	07/01/24-06/30/25
ASC	Elisha Burgess	W/F	FMLA	Data Manager	07/01/24-06/30/25
ASC	Sherly Ortiz	H/F	FMLA	ESL Family Liaison	07/22/24-08/12/24
Maintenance	Guy McFaddin	W/M	FMLA	Crew Lead	07/08/24-08/02/24
Maintenance	Jesse Pendergrass	W/M	Medical	Electrician	07/13/24-07/27/24

There were 23 vacancies as of 7/31/24 and the ESS fill rate for 2023-2024 was 90%.

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

**Finance**

Mr. Suther shared information from the July 25, 2024 meeting. The contracts and large purchases were presented for approval.

Nevco's contract will replace scoreboards at Vance County Middle and High schools and Vance County High will receive a new sound system for a total of \$124,201.18 of SCIF K12 Facilities Grant and Restart Funds.

Upon motion by Mrs. White and seconded by Mrs. Cobb, the Board unanimously (7-0) approved the purchase of the scoreboards and sound system from Nevco

**Informational Items**

Senate Bill 322 has become law and this authorizes LEAs to enact the 2024-2025 Salary Schedule. All salary schedules are updated and employees were paid on the correct scale in July. The retirement rate is 24.04% and the hospitalization rate is \$8,094.96.

Building and Grounds

Mr. Perdue shared information from the July 25, 2024 meeting. The VCMS HVAC project will be completed in late August. Summer cleaning has been completed for all schools except Clarke, Dabney and VCMS. The painting at Carver and New Hope is complete and the roofing work has started and will be completed by the opening of schools. There are twelve attendees in the CDL bus driver class and the district will hire five to six to fill vacant routes. Routes are being updated for the 2024-2025 school year. The VCHS chiller received lightning damage and the lead time for a replacement would be approximately nine months. The decision was made to relocate the second chiller from CFI/STEM and replace the chiller once another one becomes available. An insurance claim was filed to offset the cost of replacement. The department completed 3,336 work orders.

Policy

Mr. Horner shared information from the July 25, 2024 meeting. Presented were the 1000 Series which included two policies with minor changes recommended by the NC School Board Association. Policy 1720/4030/7235: Law Title IX Nondiscrimination on the Basis of Sex and Policy: 1750/7220: Grievance Procedures for Employees.

**I. Governing Principles**

1000	Legal Status of the Board and School System
1010	Board Authority and Duties
1100	Governing Principles
1200	Governing Principle - Student Success
1300	Governing Principle - Parental Involvement
1310/4002	Parental Involvement
1320/3560	Title I Parent and Family Engagement
1400	Governing Principle - School Initiatives
1500	Governing Principle - Safe, Orderly and Inviting Environment
1510/4200/7270	School Safety
1510/4200/7270-R	Responding to Bomb Threats
1600	Governing Principle - Professional Development
1610/7800	Professional and Staff Development
1700	Governing Principle - Removal of Barriers
1710/4020/7230	Discrimination and Harassment Prohibited by Federal
1720/4030/7235	Law Title IX Nondiscrimination on the Basis of Sex
1725/4035/7236	Title IX Sexual Harassment - Prohibited Conduct and Reporting Process
1726/4036/7237	Title IX Sexual Harassment Grievance Process
1730/4022/7231	Nondiscrimination on the Basis of Disabilities
1740/4010	Student and Parent Grievance Procedure
1742/5060	Responding to Complaints
1750/7220	Grievance Procedure for Employees
1760/7280	Prohibition Against Retaliation

1800	Governing Principle - Stewardship of Resources
II. Updated Policies	
1740/4010	Student and Parent Grievance Procedure
6316/7406	Duty to Drive a School Bus and exemption
7510	Leave
7820	Personnel Files

VCS staff shared a new policy: Artificial Intelligence (AI) which includes rules and regulations following state guidelines. It was recommended to waive the 30-day review to allow access for early start schools. Mrs. White asked for full details on how the information to staff and students will be shared and implemented. NCDPI has provided a manual and principals are in training. The Clear Bag policy for after-school ticketed events was discussed. The Staff Dress Code policy has no changes and principals will adhere to the policy with the superintendent’s expectation of principal’s accountability. The procedure for hiring coaches and athletic personnel will be discussed at the next meeting. Mrs. White disagreed with changing job titles to “Head” of department instead of the actual job title.

Upon motion by Dr. Perry and seconded by Mrs. Hartness, the Board voted (6-1) to accept the recommended minor policy changes and waived the 30-day review for the new AI policy. Mrs. White opposed.

### Curriculum

Mrs. Lewis shared information from the July 25, 2024 meeting. An update on the summer program reported that 307 high school students attended the credit recovery program, earning 591 credits. The Summer Bridge program for incoming ninth graders had 74 students with over 40 elective course selections. The CTE credentials program had 44 students, resulting in 23 credentials earned. Mi Centro and ESL camp had 126 students participating in 22 experiential learning activities and the Read to Achieve and Summer Learning Enrichments are ongoing. A total of 8,215 contact hours rendered CEU credits between July 1, 2023 – June 30, 2024. The new accelerated graduation pathway offers an accelerated route for students to obtain their high school diploma. The requirements are a student must be enrolled in a high school for three years, be at least 16 years of age at the time of graduation, and earn 22 required credits. Devices are being distributed to students. Ninth graders will receive new devices on August 5, while third and fifth graders will receive devices from their principals. New Pre-K and kindergartens student will receive new touch devices. Teachers will receive new devices during new teacher orientation or on professional development day and assistants will receive theirs at the start of school. Staff will have the option to purchase their device at \$75 and funds will be used to purchase or repair other devices. Technology and Human Resources are working on improving the accountability of returned staff devices if no longer employed with VCS. Technology is notified of resignations and communicates with principals, technicians and departing staff to arrange device returns. Another option is to shut down the device to prevent staff use upon departure. A cybersecurity report will be presented at the next meeting.

### Community & Business Relations

Mrs. Gooche shared information from the July 25, 2024 meeting. Upcoming events are the New Teacher Orientation (July 31), Early Start Schools Open House (August 5), Vipers Jamboree (August 9), Convocation (August 20), Traditional Schools Open House (August 22), and Educators of Excellence Banquet (August 29). Instagram is live for all schools and Twitter is not used. The billboard project will host an enrollment campaign for August and September. This year the LEAP grants total \$5,000 offering all staff a chance to win items that fit the district’s plan. Infinite Campus will launch soon, ensuring families know how to access Infinite Parent and Infinite Student. This app allows access to grades, attendance, and a link to update a child’s information. TEI summer institute was held in June. A link to Arts Alive, VCHS, and VCMS athletics is now on the district website. News You Can Use is the district’s weekly staff newsletter. The volunteer process now has an online option for the communications and human resource departments to streamline. Facility rentals are not available through the Droplet platform and currently, the applications are available as a form on the website.

### New Business – None

**Transfer Requests**

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

Upon motion by Mrs. Hartness and seconded by Mrs. Gooche 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 7:00 pm.

The Board returned to the open session at 7:46 p.m.

Being no further business, upon motion by Mrs. White and seconded by Mrs. Hartness, the Board voted unanimously (7-0) to adjourn the meeting at 7:46 p.m.

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BOARD CHAIR, RANDY M. OXENDINE

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SECRETARY, CINDY W. BENNETT