

Minutes of the Vance County Board of Education Special Called Meeting
March 23, 2026

The Vance County Board of Education met in regular session on March 23, 2026, at 4:00 p.m. in the Administrative Service Center Boardroom. Board members present were Mrs. Ayana F. Lewis, Chair, Mrs. Linda S. Cobb, Vice-Chair, Mrs. Gloria J. White, Dr. Omega T. Perry, Mr. Randy M. Oxendine, Mrs. Ruth M. Hartness, Mrs. Dorothy W. Gooche, Mr. Jerry Stainback, School Board Attorney and Mr. Sam Thorp, NC School Board Association Assistant Legal Counsel.

Mrs. Lewis called the meeting to order at 4:00 p.m. and shared that the purpose of this meeting is to discuss and determine the superintendent search process with the NC School Board Association (NCSBA).

Mr. Thorp shared a little about himself and his career and presented on the steps of the superintendent search service. NCSBA has a Superintendent Search Team of seven, has assisted 84 of 115 school districts, are members of the National Affiliation of Superintendent Searchers and the NC School Superintendents' Association's Aspiring Superintendent Program. There is an estimated cost of \$20,413.00 for this service, travel and background checks.

1. The Board decides whether or not to conduct a search or appoint an interim. Next the Board would approve initial search documents and timeline
2. Advertise vacancy and recruit (5-8 weeks)
3. Stakeholder input (3-5 weeks)
4. Process applications (1 week)
5. Board review of application materials (1-2 weeks)
6. Initial interviews (2-3 weeks)
7. Due Diligence (contact references, criminal background checks, etc.) (3 weeks)
8. Final interviews (1 week)
9. Selection and contract negotiations (1 week)
10. Announcement and Election

Mrs. Lewis will contact NCSBA representative, Sam Thorp, to come and share their superintendent search service with the Board at a future special called meeting.

Executive Session

Upon motion by Mrs. Lewis and seconded by Dr. Perry, 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 5:05 pm.

The Board returned to the open session at 5:18 p.m.

Being no further business, upon motion by Mr. Oxendine and seconded by Mrs. White, the Board voted unanimously (7-0) to adjourn the meeting at 5:18 p.m.

BOARD CHAIR, AYANA F. LEWIS

SECRETARY, CINDY W. BENNETT