

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Charlotte Hale

Street Address: 708 October Woods Rd

City: Chapel Hill **State:** NC **Zip:** 27516

Phone Numbers: 9194416594 9194416594
Daytime Evening

Email: chachahale@gmail.com

Current Occupation: Attorney **Employer:** NVLSP

Please respond to the following questions.

- 1. Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education:** Yes / No

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

- 0. Why do you want to serve on the School Board?**

As a parent of children in CHCCS, I have a personal investment in the success of our schools and in ensuring that students, educators, and families have the support they need to thrive. As an attorney with experience navigating complex legal and policy issues, advocating for individuals and families, and working collaboratively to resolve challenging problems, I would welcome the opportunity to bring my skills and perspective to the Board. My professional experience has taught me the importance of thoughtful decision-making, careful consideration of competing interests, and ensuring that the people affected by policies have a meaningful voice in the process. I would be honored to serve the community in which my family lives and my children attend school, and I would approach this responsibility with diligence, independence, and a genuine commitment to the continued success of CHCCS.

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Aimee R Long Gerringer

Street Address: 215 Sharon Street

City: Gibsonville **State:** NC **Zip:** 27249

Phone Numbers: 3362640970 3362640970
Daytime Evening

Email: aimee.gerringer@chccs.k12.nc.us

Current Occupation: Teacher for Deaf and Hard or Hearing **Employer:** CHCCS

Please respond to the following questions.

- 1. Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education:** Yes / No

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

- 0. Why do you want to serve on the School Board?**

I want to help be a liaison for the Board, teachers and families.

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Tiffanie Robinson

Street Address: 227 Summerwalk Circle

City: Chapel Hill **State:** NC **Zip:** 27517

Phone Numbers: 7044415175 7044415175
Daytime Evening

Email: bubblestiff159@gmail.com

Current Occupation: Stay at home mom **Employer:** Myself

Please respond to the following questions.

- 1. Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education:** Yes / No

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

- 0. Why do you want to serve on the School Board?**

I have always put kids first. Since as long as I can remember the choices of what's in kids best interest has been my top priority. That has only grew since having my beautiful son Malaki. I am open minded. Non judgemental. I can think with a clear head and see all sides of the cube. Right from wrong. I listen, I observe and I make adequate decisions that will benefit majority if not everyone. Thank you for your time.

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Kyle Chambers

Street Address: 5223 Penrith Dr. Apt. D

City: Durham **State:** North Carolina **Zip:** 27713

Phone Numbers: 8049380316 8049380316
Daytime Evening

Email: kyle.chambers@chccs.k12.nc.us

Current Occupation: Teacher **Employer:** Chapel Hill Carrboro City Schools

Please respond to the following questions.

- 1. Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education:** Yes / No

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

- 0. Why do you want to serve on the School Board?**

As a teacher that has been teaching since 2018 in a number of different schools and positions, I am applying for this role to continue my drive to serve my local community and to be a part of generating student success in Chapel Hill Carrboro City Schools. I have a strong desire to be a leader and to be a steward for CHCCS. I have not been here for long as I have only moved here in February of 2026, but I quickly felt a strong connection to this district. If you have any questions further about my "why" I encourage you to reach out or we can sit down and talk. Thank you for taking the time to read my response.

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Daniel

Street Address: 9310 fair oaks rd

City: Chapel hill **State:** Nc **Zip:** 27516

Phone Numbers: 7432083466 7432083466
Daytime Evening

Email: danielramirezmiusic3333@gmail.com

Current Occupation: Student/ family business assistant **Employer:** J & B Fence Builders LLC

Please respond to the following questions.

- 1. Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education: Yes / No**

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

- 0. Why do you want to serve on the School Board?**

As a recent Chapel Hill-Carrboro city schools, I want to serve on the board of education because I have first hand seen many of the things our schools do exceptionally well, but have also seen areas where we can continue to improve.

One of the biggest things is supporting our teachers. Through my time in CHCCS, I had teachers who went above and beyond for their students everyday. They are already doing an amazing work, an I belive they deserve strong support not only form their individual schools but form the district as a whole. When teachers have the resources, respect, and support they need, students benefit as well.

I would also bring recent student voice to the board. Because I was in a CHCCS classroom very recently, I understand many of the challenges student experience first hand, as well as the opportunities that can make a real difference in their education. I want to use that experience to help the district continue improving while building on the work our teachers, staff and families have build to not only help out our schools but our communities thrive for a better tomorrow for our students.

I would be honored to give back to the schools district that helped shape me to work and collaborate with the community to make CHCCS even stronger and to help our students for a better tomorrow.

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Tongde Wu

Street Address: 200 Fan Branch Lane

City: Chapel Hill **State:** North Carolina **Zip:** 27516

Phone Numbers: 9195259022 9195259022
Daytime Evening

Email: wutongde@gmail.com

Current Occupation: Senior Consultant, Nonclinical Regulatory Affairs **Employer:** Biologics Consulting Group

Please respond to the following questions.

- 1. Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education:** Yes / No

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

0. Why do you want to serve on the School Board?

I want to serve because I believe that those who ask public institutions to do better should also be willing to share responsibility for the work. CHCCS is entering a period of consequential change, including school consolidation, redistricting, program transitions, staffing challenges, and budget constraints. These decisions must be grounded in evidence, informed by meaningful community engagement, and carried through with transparency and accountability.

As a CHCCS parent, I have seen both the dedication of our educators and the strength of our school communities. I have also seen how uncertainty and gaps between stated commitments and implementation can affect students, staff, and families' trust in the district. My child participates in Mandarin dual-language education and receives Exceptional Children services, giving me direct insight into the importance of program continuity, individualized support, and careful transition planning. At the same time, I understand that a Board member must serve every student and consider the needs of the district as a whole.

In my professional role as a Senior Consultant in Nonclinical Regulatory Affairs, I evaluate complex evidence, identify risks and information gaps, integrate differing expert and stakeholder perspectives, and help organizations make defensible decisions in high-stakes settings. This work requires disciplined preparation, independent judgment, clear communication, and the ability to distinguish an appealing proposal from an operationally feasible plan.

I am not applying to advance the interests of one school or program. I want to help CHCCS make educationally sound and fiscally responsible decisions, engage affected communities early, and follow through on commitments with measurable implementation. I would bring an open mind, ask difficult questions respectfully, work constructively with fellow Board members and district leadership, and change my position when better evidence warrants it.

CHCCS has tremendous strengths, but the next phase will require trust, discipline, and an honest approach to difficult tradeoffs. I am willing to do that work and to be accountable for the decisions.

TONGDE WU, PhD, DABT, RAC

Senior Consultant, Nonclinical Regulatory Affairs | Scientist | Educator | CHCCS Parent

Chapel Hill, North Carolina | wutongde@gmail.com | English and Mandarin Chinese

September 4, 2026

Members of the Board of Education
Chapel Hill-Carrboro City Schools
Via Tamara Holloway, Clerk to the Board

Re: Application for the CHCCS Board of Education Vacancy

Dear Members of the Board of Education:

I am writing to apply for the vacant seat on the Chapel Hill-Carrboro City Schools Board of Education. CHCCS is entering a consequential period, and I believe major decisions must be grounded in evidence, tested against implementation realities, and explained candidly to the public. I am a CHCCS parent, President of the ASAC PTA, and a member of and parent volunteer with the Glenwood Elementary School PTA. I would bring to the Board a combination of parent perspective, university teaching experience, and more than a decade of work requiring rigorous analysis, independent judgment, and clear communication in high-stakes settings.

As a senior nonclinical regulatory consultant, I advise organizational leaders by evaluating complex evidence, regulatory and policy requirements, operational feasibility, and program risk. I lead cross-functional teams, identify gaps before they become larger problems, oversee external partners, and communicate defensible recommendations to decision-makers and government regulators. Although public education presents a different set of issues, effective Board service demands many of the same habits: careful preparation, willingness to test assumptions, attention to implementation, and accountability for results.

My earlier work as a university faculty member and researcher also gave me direct experience teaching and mentoring students from varied backgrounds, managing teams and programs, and translating complex information into clear instruction. As a CHCCS parent, my family has direct experience with both Mandarin dual-language education and Exceptional Children services. My recent participation in public discussions concerning school consolidation, redistricting, educational program continuity, and equitable transition planning has deepened my commitment to the district as a whole—not only to one school or one program.

If appointed, I would listen carefully to students, families, educators, staff, and community partners while exercising independent judgment. I would ask difficult questions respectfully, examine costs and tradeoffs, and expect major proposals to include clear evidence, realistic implementation plans, and measurable outcomes. My priorities would include protecting educational continuity during district transitions, supporting equitable access for all students, strengthening services for Exceptional Children and multilingual learners, ensuring fiscal and operational accountability, and rebuilding trust through transparent communication.

I would be honored to contribute my experience, time, and judgment to the Board during this consequential period for CHCCS. Thank you for considering my application.

Sincerely,

Tongde Wu, PhD, DABT, RAC

TONGDE WU, PhD, DABT, RAC

Senior Consultant, Nonclinical Regulatory Affairs | Scientist | Educator | CHCCS Parent

Chapel Hill, North Carolina | wutongde@gmail.com | English and Mandarin Chinese

PROFESSIONAL PROFILE

Senior regulatory consultant, scientist, educator, and CHCCS parent with more than a decade of experience evaluating complex evidence, leading cross-functional work, communicating with diverse stakeholders, and translating policy requirements into executable plans. Brings disciplined analysis, independent judgment, and direct family experience with Mandarin dual-language education and Exceptional Children services.

CORE STRENGTHS Evidence-based decision-making | Strategic planning | Risk and gap assessment | Cross-functional leadership | Clear public communication | Stakeholder engagement

COMMUNITY LEADERSHIP AND CHCCS ENGAGEMENT

ASAC PTA — *President*

Chapel Hill, NC

2026–Present

- Support parent engagement and communication within a Mandarin-language educational community.

Glenwood Elementary School PTA — *Member and Parent Volunteer*

Chapel Hill, NC

Current

- Participate in CHCCS public engagement concerning school consolidation, redistricting, educational program continuity, and equitable transition planning.
- Presented public comments to the CHCCS Board of Education and provided a parent perspective in local media coverage of proposed school closures.
- Bring the perspective of a working parent whose child participates in Mandarin dual-language education and receives Exceptional Children services.

PROFESSIONAL EXPERIENCE

Biologics Consulting Group, Inc. — *Senior Consultant*

Alexandria, VA / Chapel Hill, NC

Jan 2025–Present; promoted Jul 2026

- Advise organizations on complex, high-stakes decisions by evaluating scientific evidence, regulatory requirements, operational feasibility, and program risk.
- Lead multidisciplinary projects, coordinate subject-matter experts, establish priorities and timelines, and communicate defensible recommendations to organizational leaders and external regulators.
- Review extensive technical records for accuracy, completeness, data integrity, and consistency; identify gaps before they become implementation or decision risks.
- Guide selection and oversight of external partners, balancing quality, accountability, cost, and timely delivery.

DataRevive / Eloquent Life Sciences — *Senior Consultant*

Washington, DC / Remote

Mar 2021–Dec 2024

- Led regulatory strategy and preparation of major submissions for organizations developing medicines across multiple therapeutic areas and technology platforms.

- Worked across scientific, clinical, manufacturing, and business functions to reconcile differing perspectives and develop coherent, evidence-supported positions.
- Recognized for attention to detail, clear communication, responsiveness, and the ability to improve complex programs under demanding timelines.

North Carolina Central University — *Research Assistant Professor*

Durham, NC

Jul 2018–Feb 2021

- Served as a principal investigator, secured research support, managed projects and research teams, and established measurable objectives and milestones.
- Directed and taught undergraduate pharmacology and anatomy courses, translating complex material into clear instruction for students with varied backgrounds.
- Mentored undergraduate and graduate students and provided targeted support to students facing barriers to academic success.

The University of North Carolina at Chapel Hill — *Postdoctoral Associate*

Chapel Hill, NC

Apr 2014–Jun 2018

- Led collaborative biomedical research, supervised students, analyzed complex data, and communicated findings through peer-reviewed publications and presentations.
- Co-developed a patented therapeutic peptide and contributed to externally funded research on respiratory disease.

EDUCATION AND PROFESSIONAL CREDENTIALS

University of Arizona — *PhD, Pharmacology and Toxicology*

Tucson, AZ

2013

Fudan University — *MS, Biochemistry and Molecular Biology*

Shanghai, China

2009

Anhui Medical University — *BS, Biotechnology*

Hefei, China

2005

Professional Certifications

- Notary Public, State of North Carolina, Commission Expires [December 29, 2030]
- Regulatory Affairs Certification (RAC), Regulatory Affairs Professionals Society, 2023
- Diplomate of the American Board of Toxicology (DABT), 2022

SELECTED ADDITIONAL CONTRIBUTIONS

- Author or co-author of peer-reviewed scientific publications in pharmacology, toxicology, respiratory biology, and biomedical research.
- Co-inventor on U.S. Patent No. 10,894,811 concerning peptide inhibitors of calcium channels.

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Christopher bullock

Street Address: 202 Finley Forest dr

City: Chapel Hill **State:** Nc **Zip:** 27517

Phone Numbers: 9842608874 9842608874
Daytime Evening

Email: Ironheadtow@gmail.com

Current Occupation: Retired Army **Employer:** usa

Please respond to the following questions.

1. **Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education:** Yes / No

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

0. **Why do you want to serve on the School Board?**

Well I have never been able to properly give back and try something new for myself with in my community. The board of education sounds exciting and my daughter attends school here. I just wanna do my part and do what I can.

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Stephen Lee

Street Address: 2366 Briar Chapel Pkwy

City: Chapel Hill **State:** NC - NORTH CAROLINA **Zip:** 27516

Phone Numbers: 919-352-2378 919-352-2378
Daytime Evening

Email: stevlee211@gmail.com

Current Occupation: Information Technology Pharmaceutical Industry **Employer:** Thermofisher Scientific

Please respond to the following questions.

- 1. Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education:** Yes / No

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

- 0. Why do you want to serve on the School Board?**

Keep improving our school district's curriculum and athletics

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Lindsay McGraw

Street Address: 210 Wild Turkey Trail

City: Chapel Hill **State:** NC **Zip:** 27516

Phone Numbers: 4152659692 4152659692
Daytime Evening

Email: lindsmcgraw@gmail.com

Current Occupation: Physical Therapist **Employer:** Self Employed / Marka Health

Please respond to the following questions.

1. **Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education:** Yes / No

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

0. **Why do you want to serve on the School Board?**

I want to serve on the Board of Education because I care deeply about the community we are building for our children—not only the education they receive, but whether our schools are places where students, teachers, staff, and families feel supported and able to thrive.

As a parent of two children in CHCCS, I experience our schools first as a member of this community. I see both how much our schools have to be proud of and how complex the challenges facing public education have become. I want to contribute to meeting those challenges thoughtfully, collaboratively, and with a willingness to listen to perspectives beyond my own.

Professionally, I am a physical therapist and small business owner whose work has focused on health, prevention, workplace systems, and helping organizations create environments where people can function at their best. That experience has taught me to look beyond individual problems and ask what systems, policies, resources, and relationships are contributing to them. It has also taught me the importance of using data while remembering that the people behind the data matter.

I would bring that same approach to the Board: curiosity, practical problem-solving, respect for educators and staff, fiscal responsibility, and a commitment to making decisions based on what best serves students across our district. I am particularly interested in supporting student and staff well-being, ensuring that all students have meaningful opportunities to succeed, and strengthening trust and communication between the district and the community.

Most importantly, I would approach this role as a listener and a learner. I do not expect to arrive with all of the answers. I would come prepared to ask good questions, do the work, consider competing priorities, and help CHCCS continue to be a school system our community believes in and is proud to support.

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Tina Overby

Street Address: 2505 Homestead Rd

City: Chapel hill **State:** NC **Zip:** 27516

Phone Numbers: 9199514598 9199514598
Daytime Evening

Email: Tinaoverby423@hotmail.com

Current Occupation: Unemployed **Employer:** NA

Please respond to the following questions.

1. **Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education:** Yes / No

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

0. **Why do you want to serve on the School Board?**

I want to serve on the Board because my son is supported under McKinney-Vento, and I understand the challenges families facing housing instability experience. I want to help strengthen resources, remove barriers, and make sure every student in CHCCS has stability, support, and a fair chance to succeed.

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Honorio Middough

Street Address: 1116 Saluda Court

City: Chapel Hill **State:** North Carolina **Zip:** 27514

Phone Numbers: 919-949-3551 919-949-3551
Daytime Evening

Email: foresightcreative21@gmail.com

Current Occupation: Currently Self-Employed; Previously a DPS Educator for 13.5 years. **Employer:**
Source

Please respond to the following questions.

- 1. Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education:** Yes / No

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- 0. Why do you want to serve on the School Board?**

I was a candidate for the CHCCS Board of Education back in 2023 and ran a positive race, earning over 4,000 votes from community members who felt confident in my ability to serve with a fair and balanced mindset. In December 2025, I resigned from my role as a classroom teacher and department chair at a Durham Public School's high school and although I am no longer presently in education, truth remains that I am still a parent of an East Chapel Hill High School graduate, an active community member, and will always be an advocate for accessible public education, for all. In addition to being an adjunct professor at Durham Teach, I am proud to say that all of my 13.5 years as a high school teacher were spent at the same DPS high school in direct service to mostly Spanish speaking students. Teaching and other endeavors allowed me to cultivate strong leadership skills, multi-cultural intelligence, an attuned ear to listen, and so much more. Not being elected to one of the open seats back in 2023 was probably the best thing that could have happened to me- it opened the doorway for me to use my experience as a candidate, to manage 2 successful campaigns for others in Durham and Chapel Hill respectively. I want to serve on the Board of Education because all of my combined experiences are unique and make me more ready to serve than I would have been then; it feels like now, I have so much more perspective to offer in handling the decisions the board faces.

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Lauren Wilcoxen

Street Address: 1034 Secretariat Ct

City: Chapel Hill **State:** NC **Zip:** 27516

Phone Numbers: 2408881861 2408881861
Daytime Evening

Email: Lauren.wilcoxen@clarivancebio.com

Current Occupation: Biotech executive **Employer:** Xilio Therapeutics

Please respond to the following questions.

- 1. Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education:** Yes / No

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

- 0. Why do you want to serve on the School Board?**

Having graduated from UNC Chapel Hill with a PhD in Microbiology and Immunology, and now 3 children who have gone through schools in Chapel Hill, I'm invested in the education of our youth. I also have 2 sisters who have been teachers and have experienced North Carolina schools firsthand. I have benefited from great educational systems and would like to uphold the important values I've learned through board leadership.

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Michaela Moore

Street Address: 201 Barksdale Dr Apt m

City: Chapel Hill **State:** Nc **Zip:** 27516

Phone Numbers: 9198182679 9198182679
Daytime Evening

Email: kayla02901@gmail.com

Current Occupation: Childcare provider **Employer:** Kehillah

Please respond to the following questions.

- 1. Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education: Yes / No**

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

- 0. Why do you want to serve on the School Board?**

I would love to be apart of the impact that is over my children and everyone else's. To help grow Chccs and make a difference.

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Howard Kallem

Street Address: 210 Old Forest Creek Dr.

City: Chapel Hill **State:** North Carolina **Zip:** 0

Phone Numbers: 703 303 6151 703 303 6151
Daytime Evening

Email: hkallem@aol.com

Current Occupation: Semi-retired, education consultant **Employer:** Veidlinger Wang, PLLC

Please respond to the following questions.

1. **Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education:** Yes / No

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

0. **Why do you want to serve on the School Board?**

I will submit my resume and a cover letter addressing this to Ms. Holloway



Tamara Holloway <tholloway@chccs.k12.nc.us>

Application for School Board Vacancy

1 message

hkalllem@aol.com <hkalllem@aol.com>

Fri, Sep 11, 2026 at 10:31 AM

To: "tholloway@chccs.k12.nc.us" <tholloway@chccs.k12.nc.us>

Ms. Holloway,

I have set out below my interest in applying for the vacant position on the School Board and have attached my resume.

Thank you,

Howard Kallem

Chapel Hill Carrboro City Schools continues to face multiple challenges – declining enrollment, persistent achievement gaps, scrutiny by the state legislature, appropriate uses of technology, and more. Perhaps most pressing is the need to revise the school district’s attendance zones. Arlington Public Schools, with similar demographics to CHCCS, faced many of the same challenges while my children attended school there. In particular, the district went through a difficult – but ultimately successful – rezoning. As President of the Arlington County Council of PTAs, I represented the voices of many of the district’s parents in that effort and could bring that experience to the Board’s work in the coming year.

By the numbers, I have a long and varied career advocating for students, both professionally and personally. I was with the U.S. Department of Education’s Office for Civil Rights for some 20 years. I served on CHCCS’s Equity Advisory Committee for three years and the Arlington Public Schools’ Superintendents’ Advisory Committee on Minority Achievement for 11 years; I was on CHCCS’s Special Needs Advisory Committee for two years and with Arlington’s Special Education Parent Teacher Association for two years. I was an officer with the PTAs of the schools my children attended as well as with the Arlington County Council of PTAs for a total of 22 years. I also was a member of the CHCCS Discipline Code Task Force in 2022. In addition, I have been a volunteer with TABLE for some 7 years, helping ensure that our students get the nutrition they need to learn.

Thank you for considering my application.

Howard Kallem

 **Resume.docx**
25K

HOWARD IAN KALLEM

HKallem@aol.com

(703) 303-6151

EXPERIENCE

Veidlinger Wang, PLLC

Of Counsel

December 2019-present

Advise educational institutions on application of federal guidance and case law relating to federal civil rights laws applicable to educational institutions including, Title IX, Title VI, Title VII, ADA, Section 504, VAWA, and Clery Act. Conduct program reviews to ensure policies and procedures – particularly those related to sexual misconduct – to ensure they are reasonable, compliant, and efficient. Serve as appellate officer. Provide training to institutions' Title IX coordinators, investigators, hearing officers, and administrators.

Interim Associate Vice Chancellor for Equal Opportunity and Title IX, University of Denver – March 2023-January 2024

Duke University, Durham, NC

Office for Institutional Equity

December 2014-June 2019

Assistant Vice President & Director, Title IX Compliance

Responsible for coordinating University's efforts to comply with Title IX, the Clery Act, and the Violence Against Women Act. Monitor compliance with all applicable University policies. Coordinate resolution of complaints of discrimination, sexual misconduct, interpersonal violence, and stalking to ensure prompt, thorough, objective, and confidential investigation and adjudication. Develop, conduct, and coordinate training and education for University community. Coordinate development of programming and outreach efforts for students, faculty, and staff. Collaborate with campus partners and committees involved in Title IX and VAWA compliance, including Student Affairs, Office of Student Conduct, Women's Center, Campus Health, Duke Police, General Counsel, and Human Resources. Work with community partners to provide support to students on Title IX and related concerns.

University of North Carolina at Chapel Hill, Chapel Hill, NC

Equal Opportunity and Compliance Office

January 2014-December 2014

Title IX Compliance Coordinator

Responsible for coordinating University's efforts to comply with Title IX of the Educational Amendments of 1972 and the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1990, as amended by Section 304 of the Violence Against Women Reauthorization Act of 2013. Monitor compliance with all applicable University policies. Coordinate the resolution of complaints of discrimination, harassment (including sexual misconduct), interpersonal violence, and stalking to ensure prompt, thorough, objective, and confidential investigation and adjudication. Develop and conduct training and education for University community. Develop and implement programming and outreach efforts for students, faculty, and staff. Collaborate with campus partners and committees involved in Title IX and VAWA compliance, including Student Affairs, Women's Center, Campus Health, Public Safety, University Counsel, Human Resources, hearing committees, and University Ombuds. Work with community partners who provide support to students on Title IX and related concerns.

U.S. Department of Education, Washington, D.C.

Office for Civil Rights

District of Columbia Enforcement Office

1997-2007, 2008-2013

Chief Regional Attorney

Responsible for ensuring sound and vigorous civil rights compliance and enforcement program under Title VI of the Civil Rights Act of 1964, Title IX of Educational Amendments of 1972, Title II of Americans with Disabilities Act, Section 504 of Rehabilitation Act, Age Discrimination Act, and Boy Scouts Act. Lead investigations of complex complaints and compliance reviews. Provide expert legal and policy advice to case resolution and enforcement staff. Ensure that determinations, settlements, and corrective action agreements are factually accurate and legally sufficient. Represent Department and supervise other attorneys in dealings with schools, colleges, and universities. Train staff on statutory and regulatory standards, developments in case law, new policy decisions, investigative techniques, and negotiation skills. Provide training and technical assistance to schools, colleges, universities, other federal agencies, and staff in other OCR offices. Develop networks and partnerships with state and local educational agencies, professional organizations, and advocacy groups. Significant accomplishments include resolution of complex higher education desegregation review, several high profile sexual harassment complaints, and a number of sex discrimination compliance reviews; development of model procedure for use by school districts for harassment complaints; development of technical assistance presentations for use by OCR-staff nationwide, particularly on disability and special education issues at elementary and secondary level; and leading office's transition and harassment initiatives.

George Mason University, Fairfax, VA

2010

Graduate School of Education

Adjunct Faculty

Instructor for courses on special populations and the law, including students with disabilities, limited English proficient students, and other minority students. Particular emphasis on Individuals with Disabilities Act and related federal and state regulations and Title VI of the Civil Rights Act of 1964.

George Mason University, Fairfax, VA

Office of Equity and Diversity Services

2007-2008

Senior Equal Opportunity Specialist

Conducted investigations of discrimination complaints filed by students, faculty, and staff alleging violations of federal civil rights laws and university nondiscrimination policies. Reviewed university policies and procedures to ensure consistency and compliance with federal regulatory requirements. Trained university staff on disability issues, sexual harassment, and nondiscriminatory hiring practices. Assisted with development of affirmative action plan for recruitment and hiring. Significant accomplishments included resolving complaint of peer sexual harassment raising novel issues, revising university's grievance procedure, and successfully responding to several charges filed with U.S. Equal Employment Opportunity Commission.

U.S. Department of Education, Washington, D.C.

Office for Civil Rights

Program Legal Component

1993-1997

Supervisory Attorney

Developed national policy and technical assistance materials on federal civil rights laws applicable to educational institutions. Assisted schools, colleges, universities, faculty, staff, parents, and students with understanding and meeting federal civil rights requirements. Assisted regional staff with enforcement activities, including advising on policy matters and strategies for investigating and resolving complaints and compliance reviews. Represented OCR in conferences, meetings with and presentations to schools, state and federal agencies, faculty organizations, civil rights organizations, and other interest groups. Supervised 6-8 professional staff. Significant accomplishments included leading the development of the Department's guidance and educational

materials on sexual harassment, participation in Department-wide management review of agency's internal equal employment practices, and development of process for the effective review of the annual equal opportunity reports of state vocational education agencies.

Equal Employment Opportunity Commission, Washington, D.C.

Office of Program Operations

1987-1993

Division Director

Reviewed investigations of employment discrimination complaints under Title VII, ADEA, ADA, and Equal Pay Act. Ensured that investigations and determinations by field staff were accurate and legally sufficient. Where appropriate, directed field staff in further investigation and/or conciliation efforts. Spoke to employers, employee groups, and state and Federal agencies on developments in the law. As second-line supervisor, managed 16-18 professional staff. Significant accomplishments included development of appeals program and of quality review system and of obtaining relief in complex cases initially determined to not have merit.

Equal Employment Opportunity Commission, Washington, D.C.

Office of Legal Counsel

1979-1987

Supervisory Attorney

Attorney Advisor

Developed policies for recommendation to the Commission, and ensured dissemination and implementation once approved. This included guidelines, regulations, and other statements of policy intended to assist Commission staff in investigations and litigation and to inform the public of the Commission's interpretation of Federal laws prohibiting discrimination. Assisted field staff in resolving and/or litigating sensitive cases, developed and provided training, and represented agency before other agencies, employer groups, and civil rights organizations. Directly supervised 7-9 professionals. Significant accomplishments included responsibility for development of the bulk of Volume II of the EEOC's Compliance Manual, including sections on theories of discrimination, jurisdiction, harassment, retaliation, seniority, pregnancy, and English language policies.

Donald M. Murtha & Associates, Washington, D.C.

1978-1979

Associate

Labor law practice: administrative hearings, investigations, drafting briefs and pleadings, settlement negotiations, arbitration, collective bargaining.

VOLUNTEER EXPERIENCE

Town Grievance Hearing Board, Chapel Hill, NC

2019-present

Member

Review grievances submitted by municipal employees.

Equity Advisory Committee, Chapel Hill Public Schools, NC

2019-2022

Secretary

Advise equity coordinator of local school district on steps to identify and reduce achievement gaps between white and minority students.

Special Needs Advisory Committee, Chapel Hill Public Schools, NC

2015-2016

Secretary

Advise school district leadership on parental concerns about exceptional children's program and suggestions for improvement.

Special Education Parent Teacher Association, Arlington, VA

2013-2014

Secretary

Executive board of county-wide special education advocacy and support group.

- Superintendent's Advisory Committee on Minority Achievement**, Arlington, VA 2002-2013
Co-Chair, Member
 Advise school district superintendent on steps to identify and reduce achievement gaps between white and minority students.
- Arlington County Commission on Human Rights**, Arlington, VA 1996-2001
Vice Chair, Commissioner
 Conducted public hearings, reviewed appeals, and directed County staff in investigation/resolution of discrimination complaints in employment, housing, real estate transactions, and other services.
- Equal Employment Opportunity Advisory Commission**, Arlington, VA 1993-1996
Commissioner
 Advised County Board on County's employment practices and methods to increase diversity at all levels of County government.
- Parent Teacher Association**, Arlington, VA 1987-2009
 President, vice-president, and secretary of Arlington County Council of PTAs; president and other officer positions of PTAs at school district's elementary, middle, and high schools.

EDUCATION

- Catholic University, Columbus School of Law**, Washington, D.C.
Juris Doctor, January 1978
- State University of New York**, Binghamton, N.Y.
Bachelor of Arts, Philosophy, May 1973

TRAINING, PUBLICATIONS and AWARDS

- With Carey, Brandon; Turnwald, Grant; Bleyer, Kristi; Blacklock, Barbara. *Meeting the Needs of Students with Disabilities in Health-Related Education Programs*. Huntsville, NC: Association on Higher Education and Disability, 2014.
- With Kirkland, Connie. "Responding to Sexually Victimized College Students." In Paludi, Michele (ed.), *Understanding and Preventing Campus Violence* (pp. 199-217). Westport, CT: Praeger Publishers, 2008.
- With Herskowitz, Elaine. "The Role of the Equal Employment Opportunity Commission and the Office for Civil Rights in Dealing with Sexual Harassment." In Paludi, Michele, and Paludi, Carmen (eds.), *Academic and Workplace Sexual Harassment: A Handbook of Cultural, Social Science, Management, and Legal Perspectives* (pp. 199-2009). Westport, CT: Praeger Publishers, 2003.
- President's Award**, Association of Higher Education and Disabilities in Virginia, 2002.
- Honored Citizen**, Arlington Public Schools 2008.
- Federal Executive Institute**, Federal leadership training program, 1998.
- Management Development Program**, Department of Education leadership training program, 1995.

MEMBER, VIRGINIA STATE BAR

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Luc Becker

Street Address: 501 Ginkgo Trail

City: Chapel Hill **State:** North Carolina **Zip:** 27516

Phone Numbers: 9194079690 9194079690
Daytime Evening

Email: lucbecker08@gmail.com

Current Occupation: Sales Representative - Home Fix **Employer:** Home Fix

Please respond to the following questions.

- 1. Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education:** Yes / No

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

- 0. Why do you want to serve on the School Board?**

I've lived in Chapel Hill ever since I was 14 years old. I went through the school system and had first hand experience with policies such as the 50% grade floor, as well watching my brothers go to block schedule classes. I want to see a more up right and strict Chapel Hill education system where people are literate, physically fit, and have a better education on topics such as wealth generation, real nutrition, and Euclidian Logic.

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Alexander Jackson

Street Address: 104 Crest Dr. Unit A

City: Chapel Hill **State:** North Carolina **Zip:** 27516

Phone Numbers: 9192003568 9192003568
Daytime Evening

Email: alex.lee.jackson@gmail.com

Current Occupation: Software Architect **Employer:** EBSCO Information Services

Please respond to the following questions.

- 1. Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education:** Yes / No

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

- 0. Why do you want to serve on the School Board?**

I wish to serve on the Board of Education for several reasons. First, I have a personal stake in the strength of our public school system. My two children are students at Glenwood Elementary, where they are enrolled in the Mandarin Dual Language program. Second, I am frustrated with how long the process has been for deciding if, which, and how an elementary school will close. I'm applying to fill this vacancy because our district needs board members willing to make hard decisions quickly. Delay costs the district money it can't spare, and it costs families, staff, and children the certainty they deserve.

If chosen, I'd bring the same commitment I've already shown this district — showing up, speaking up, organizing with other families — to this seat, if appointed.

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Stephen McDonough

Street Address: 404 S Camellia St

City: Chapel Hill **State:** NC **Zip:** 0

Phone Numbers: 7816080221 7816080221
Daytime Evening

Email: stephen.mcdonough@gmail.com

Current Occupation: School Psychologist **Employer:** Previously CHCCS

Please respond to the following questions.

- 1. Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education:** Yes / No

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

- 0. Why do you want to serve on the School Board?**

I am applying for the vacant seat on the Chapel Hill-Carrboro City Schools Board of Education to ensure every student in our district receives a supportive, high-quality, and equitable education. As a parent of two children currently attending Seawell Elementary, and someone who has served as the school psychologist at McDougale elementary and middle for the past five years, I offer both a deeply personal stake in our schools and direct professional expertise in student development, academic intervention, and learning environments. My background gives me a grounded understanding of the daily strengths and challenges within our classrooms, and I am eager to contribute a collaborative, informed perspective to serve the Chapel Hill and Carrboro communities through the end of this term.

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Jo Wyrick

Street Address: 2521 Solstice Trail

City: Chapel Hill **State:** North Carolina **Zip:** 27516

Phone Numbers: 9192592737 9192592737
Daytime Evening

Email: jowyrick@aol.com

Current Occupation: writer and teacher **Employer:** self employed as a writer, part time Chapel Hill-Carrboro City Schools as a substitute teacher

Please respond to the following questions.

1. Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education: Yes / No

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

0. Why do you want to serve on the School Board?

I am the mother of four daughters in Chapel Hill-Carrboro City Schools, Ashlee (Chapel Hill High Class of 2018), Beth (Carrboro High Class of 2024), Presleigh (currently at McDougle Middle School), and Everley (currently at McDougle Elementary School). As a parent in our district since 2009, I am invested in our schools and in their future. I also bring a depth of experience across schools and grade levels. Beth was in the Adapted Curriculum and so I am concerned with issues of equity for students with special needs. Presleigh is AIG and gifted, so I also have an understanding of the needs of students who excel.

Since 2022 I have been a substitute teacher in our schools, primarily at Ephesus Elementary, where I have had two long-term assignments and many short term ones over a five year period. In December 2025 I was recognized as Substitute of the Month by the district. This is what Principal Stacie Boyer said, "Jo consistently demonstrates exceptional professionalism, reliability, and heartfelt commitment to the Ephesus community. Jo's flexibility is one of her greatest strengths. Whether she is supporting a structured lesson, adjusting to last-minute coverage, or navigating the needs of a wide range of students, she does so with grace and positivity. Her understanding of student needs, particularly those who may require extra reassurance, direction, or patience, allows her to build quick and meaningful connections. Students respond to her warmth and consistency, and staff appreciate the dependable presence she brings to our building."

Because of my commitment to children who have had a rocky start in life, I have been an Orange County Guardian ad Litem, representing children in foster care in court. As a GAL, my task has been to represent the interests of my child client – not the interests of their parent or the state. My partner of 32 years and I have been licensed foster parents through Lutheran Services Carolinas and have adopted three of our daughters from foster care.

But what would I bring to the Board of Education other than an unwavering commitment to children and a depth of experience as a parent and as staff? I also have extensive political experience. I am the former Executive Director of Equality NC (2000-2003), the former Southern Field Director for the Human Rights Campaign (2003-2005), and the former Executive Director of National Stonewall Democrats (2005-2007). Prior to that I worked on several campaigns and for a Democratic campaign finance consultant. Clients included Congresswoman Eva Clayton and then Attorney General Roy Cooper. At Equality NC I was a registered lobbyist and lobbied the NC General Assembly. I understand how the sausage is made and the constraints the Board of Education faces.

As a freelance writer, I have written educational testing materials for the last seventeen years, preponderantly ELA materials for grades 5-11. These materials must align to the standards of the

commissioning state or district and rigorously support assessment of those standards. I am also a novelist. Under the pen name Jo Graham I am the author of 32 published books.

So why do I want to join the Board of Education? It's clear to me that the district is facing critical challenges in the next year. Redistricting is a thankless business and not everyone can be satisfied. Hard decisions have to be made with not only the current student body in mind, but the long-term picture. Simultaneously, districts across the country are facing political challenges from various groups and CHCCS is a target because of our community's reputation as a liberal bastion in a purple state. I have no doubt as we see targeting of transgender teachers in Wake County that we will be next, and our commitment to fairness must be absolute.

At the same time we have the ongoing challenge of the achievement gap and how we become a more equitable district for all our students. We need to continue the work of supporting our lowest achieving students, families with limited resources, and make sure that our school social workers are able to assist whatever the challenge. Then there's ICE. And there is the threat of political violence that faces the entire nation, during which we must maintain our schools as safe refuges and places of learning for all our children. Add to that budgetary constraints, the impact of issues like affordable housing on district families, and the national shortage of teachers, and I understand that the district faces almost unprecedented challenges.

Additionally, we are facing massive issues around technology and its appropriate use. I applaud the ban on personal electronics at school. As a parent and a teacher I am concerned by the amount of reliance on technology in the classroom, particularly at the lower elementary level. As we all learn more about the impact of technology and screen time on children and teens, we need to mindfully and thoughtfully consider its role in the classroom.

So what do I think we should do? First of all, redistricting is going to be contentious no matter what. I think we need to thoughtfully consider and balance needs on a granular level, bearing in mind that diversity is not just about race and ethnicity, but also about socio-economic status. Parents with education and money are often the loudest voices, but we must be careful that their voices do not override those who speak more softly or more hesitantly. In my political career I worked with people from many different backgrounds and beliefs in coalitions and was often able to find common ground by taking things back to basic issues that everyone agreed on and then building out from there. I'm good at outreach and at listening and learning and synthesizing.

Secondly, as we face budget challenges we must be mindful in our choices, again on a granular level, about technology, transportation, and student services. We have to get the basics right. Students of all backgrounds and abilities need to be in the classroom, fed, and with the resources to learn including enough qualified teachers. If we haven't got that right, the rest is decorative. Because of my experience with nonprofit budgets, I understand budgetary constraints and the necessity to weigh program budgets against one another, listening to stakeholders but being willing to make hard funding decisions. I've often had to say, "in an ideal universe we would fund all these programs fully. However, this isn't an ideal universe and we don't have the money and the staff to do it all. So let's prioritize." I want to get to the bottom of the crunchy numbers and I'm not afraid to make hard calls.

Thirdly, I think we need to reassess the use of technology in the classroom. While appropriate use of technology, especially at the high school level, is necessary and must be supported, I have seen too many classrooms that overused technology at the expense of critical thinking and social skills. It's great to know something, but if you can't communicate it to others either verbally or in writing, you cannot be successful as an adult. I would like to encourage limiting the number of hours per day that students spend in screentime – perhaps to a few hours a week in Kindergarten and first grade – and making sure that it is truly being used because it is the best resource, not because it's the easiest.

Fourthly, as a teacher I have become very aware of the expense of various cloud subscription services. I've seen Pear Deck, Seesaw, iReady, Scholastic, and others come and go as cloudware that was offered free during the pandemic has become more and more expensive. But what is the alternative to expensive subscriptions? The district no longer owns the instructional materials. We have to keep paying whatever they're charging. I would like to see cost analysis of the difference between relying on some of the subscription services vs purchasing materials. Yes, purchasing is more expensive initially, but in most courses except for some high school classes, materials do not change radically from year to year. The same book about penguins for fourth graders can be used for five years, eight years or ten. What is the cost of buying the copies vs an annual subscription for something like units on the ARC Bookshelf? I'd like to look at the numbers on a crunchy level.

Lastly, over the last decade I've seen the gradual degradation of the Adapted Curriculum classes for EC students. While mainstreaming is a worthy goal, and EC teachers are incredibly hard to hire and retain, many students are not best served by mainstreaming. The biggest reason is that they simply can't get enough attention. I've taught in a classroom with an autistic child like my daughter, understanding what she needed and the attention that would best help her learn, but unable to do it because I had seventeen other kids in the class. I couldn't sit with her one on one, and push-in for 90 minutes per day wasn't anywhere near sufficient. She needed a small group classroom with personal attention to thrive. My daughter had it in 2009-2012 when she was that age. This little girl didn't because the contained classroom my child was in no longer exists. That's not fair. The opportunity my daughter had has slipped away. This is an equity issue that needs to be addressed.

I have thought often about running for the Board of Education in 2027, but one thing has stopped me. I don't want to run against any of you! This board strikes me as reasonable, thoughtful, and competent. While of course there are differences, the board has been handling issues like school closure as well as anyone could, knowing that having to do so is bound to be disruptive and disappointing for some families. I have a lot of respect for this board and there is no one I have said, "I really want to unseat that person!" However, working with you is entirely different! I would consider it a great honor and pleasure to join this board and bring my skills and experience to the table so that we can face these challenges together.

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Tara Cotton

Street Address: 4002 sweeten creek road

City: Chapel hill **State:** Nc **Zip:** 27514

Phone Numbers: 5859443159 5859443159
Daytime Evening

Email: tarapcotton@duck.com

Current Occupation: Stay at home mom, formerly physician assistant **Employer:** None

Please respond to the following questions.

1. **Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education:** Yes / No

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

0. **Why do you want to serve on the School Board?**

I have 3 children (eventually 4) in CHCCS schools and would like to see this vacancy filled by a parent of a child in the district. I feel strongly about the role of public schools in allowing all children to access an education and want to do everything I can to make our schools the best they can be.

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Mike Sharp

Street Address: 1012 Mount Carmel Church Rd

City: Chapel Hill **State:** NC **Zip:** 27517

Phone Numbers: 9198837718 9198837718
Daytime Evening

Email: mhsharp@gmail.com

Current Occupation: retired teacher **Employer:** none

Please respond to the following questions.

- 1. Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education:** Yes / No

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

- 0. Why do you want to serve on the School Board?**

I have a wealth of experience that would be valuable to the board in replacing board member Dasi and maintaining continuity in her absence. First and foremost, I recently served on the board, for a four-year term ending in 2025. In addition, I have two older children who attended CHCCS schools from PreK through high school, and I have two other children who currently attend Seawell in first and fourth grade. I also bring the experience of a career spent in NC public schools as a teacher, including 16 years in CHCCS schools. All of this is to say that I have a familiarity with the schools, the personnel, the board and its policies, and the current issues that will come before the board in the next year.

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Sera Harold

Street Address: 1014 Wave Road

City: Chapel Hill **State:** NC **Zip:** 27517

Phone Numbers: 910-685-5705 910-685-5705
Daytime Evening

Email: seraharold@gmail.com

Current Occupation: Professor of STEM Education **Employer:** NC State, American College of Education

Please respond to the following questions.

- 1. Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education:** Yes / No

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

- 0. Why do you want to serve on the School Board?**

I am an educator, a Doctor of education who wants to make a difference in her community. I specialize in science, technology, engineering and mathematics educational theory and practice, and I train teachers. I am a stolid believer in public education, in my community, and in helping young people thrive. I don't have kids in the school system, but I would like to give of my time and expertise to help students, parents, teachers and administrators navigate a difficult period in public education. We need innovative ideas and open minds to keep offering world-class education to all of our kids, and to provide an environment of professionalism and care for teachers.

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Mark Cromwell

Street Address: 515 Yorktown ct

City: Chapelhill **State:** Nc **Zip:** 27516

Phone Numbers: 9194917381 9194917381
Daytime Evening

Email: Cromwell.mark@gmail.com

Current Occupation: Property management/sports media technology **Employer:** Self/SMT

Please respond to the following questions.

1. **Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education:** Yes / No

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

0. **Why do you want to serve on the School Board?**

I'd like to serve on the CHCCS school board to provide a perspective on why my family (among many others have) pulled our child from the district. I feel like there is a path forward to gain those and my family back to the school system. I'd like to address, busing issues, districting issues, administrative issues and facilities. I think we need more transparency in the districts decision-making making processes.

I little bit about myself,

I grew up in Chatham, Orange and Durham counties, I attended Carolina Friends School (staff kid), and first hand experienced massive income disparities.

My mother taught at CFS and Chatham and Durham Public schools ending her career as a reading recovery specialists and tutoring ESL kids at a local Chick-fila. My mother's passion for reading and helping others had a big impact on my and my world view. I'm an AmeriCorps NCCC alum, with one of our main projects working in the classroom with kids at PS 329 in Coney Island NY. We also helped establish a community run afterschool program at the Ocean Towers public housing complex were we also lived. I didn't graduate college, I have a learning disability, dyspraxia, which I didn't fully understand what resources I needed until later in my adult life. I feel these relevant experiences will provide a valuable perspective to the CHCCS board.

Thank you for your consideration!

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Melissa Doyle

Street Address: 702 Kings Mill Road

City: Chapel Hill **State:** NC **Zip:** 27517

Phone Numbers: 3477430026 3477430026
Daytime Evening

Email: doylermelissa@gmail.com

Current Occupation: Entrepreneur and Substitute Teacher **Employer:** Self and CHCCS

Please respond to the following questions.

1. **Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education:** Yes / No

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

0. **Why do you want to serve on the School Board?**

I sent an e-mail explaining why I desire the position as a board member.



Tamara Holloway <tholloway@chccs.k12.nc.us>

Board Member Interest

1 message

Melissa Doyle <doylermelissa@gmail.com>
To: "tholloway@chccs.k12.nc.us" <tholloway@chccs.k12.nc.us>

Mon, Sep 7, 2026 at 6:35 PM

Good evening,

Mrs. Holloway,

I hope you're well and staying cool in this warm weather.

My why!

I believe in Chapel Hill-Carrboro City Schools. I believe in this community, and most of all, I believe in the extraordinary students I have had the privilege to love, teach, and coach.

I am confident that our district can raise academic performance, close opportunity gaps, improve graduation rates, and continue preparing every student for college, skilled trades, or meaningful careers. I am ready to dig deeply into the data, curriculum, and accountability systems necessary to make that progress real.

Chapel Hill-Carrboro City Schools already ranks first in the state among school districts for overall academics, SAT/ACT performance, a 93.8% graduation rate, and college readiness. With a focused, collaborative team, I believe we can raise those graduation rates to at least 99%.

Our current literacy rate stands at 71.7%. Through collective effort, research-based strategies, targeted early intervention, a renewed focus on elementary education, insights from neurological science, and stronger partnerships with parents around data, I believe we can lift literacy rates to at least 90%.

We have earned an outstanding statewide reputation. Let us not merely protect it—let us strengthen it.

We must also prioritize students who are academically disadvantaged. That means providing the full continuum of IEP supports students need, ensuring that modifications and accommodations are implemented with fidelity and care, and surrounding every child with genuine hope and encouragement.

I will advocate for policies that reflect both the values and the practical needs of the families who call this district home. The community deserves to know that every dollar is directed toward what matters most: high-quality instruction, essential educational

resources, reading specialists, and whatever else is required to serve and support our students.

I believe in careful stewardship of the public's trust. Public education is one of the most significant investments a community makes. I am prepared to put in the long hours of reading, research, thoughtful implementation of what works, school visits, meetings, listening to constituents, and making the hard trade-offs required so the system truly serves students.

Just as vital as student success is the well-being of our teachers. They must feel supported, respected, fairly treated, well-equipped, thoughtfully led, and consistently appreciated. They deserve to know they are seen, heard, valued, and impactful every single day.

These are not empty words. They are the principles I have lived and the results I have achieved. My EVAAS data demonstrates exceeding growth, in testing and academics. My reputation and work ethic prove that I support fellow educators, and the strong relationships I have built with students, parents, and the broader community. That is why I am seeking to serve on the Chapel Hill-Carrboro City Schools Board of Education. Thank you so much for your time!

Respectfully,

Sincerely,

Melissa R. Doyle

Entrepreneur (Multiple Business Owner)
The AQA Brand

The Litigation and Coaching Offices of Melissa R. Doyle, LLC. (N.L. Attorney) ⚖️
Ascending Politician (Educational, Child Safety, Veteran, & Domestic Violence Advocacy)
Business, Content Creation, Digital Marketing, Life, Relationship, Teen, Career, Friend, Wellness, & Intimacy Coach

Authoress: Current Publications or eBooks

"Kid Rich: Young Tycoons & Kidpreneurs"

"Business Ideas for Adults"

"Summer on a Budget: Helping Parents Find Great Deals"

Future Publications:

"Dating in the 21st Century." (Pre-order)

"You Have Them: Now What?"

"The Journey: The Interactive Guide"

"The Student's Pathway to Productivity and Success"

"Monetize Your Niche on all Platforms"

Check out my son's book on Amazon:

("Middle School Life & Adventures in a College Town")

<https://a.co/d/1PVvIPp>

Stan Store: <https://stan.store/AQABrand>

YouTube: Editing

Linktree: Sign up using my discount codes or links to save \$15 off your first Instacart order (summer15creator), 30Days of free Hulu, cancel anytime, and 50% off a Sam's Club membership

<https://linktr.ee/Lissa830>

Content Creator (Most Platforms)

Independent Journalist

Office:

4208 Six Forks Road

Suite 1000

Raleigh, N.C. 27609

Office # (919) 825-4868

Personal Business # (718) 682-8006

#FSU #UNC #Yale

Cheerleading Coach 🏠 🏈 🏀 🏈 🏈

A.F. Veteran 🇺🇸

"PAY IT FORWARD"

"The kindness you put into the world will always return to you."

ARE YOU REGISTERED TO VOTE?

Vote.org or www.ncsbe.gov

Follow my Journey, Community Initiatives, & Campaign on Social Media

Facebook: Litigation and Coaching Office of Melissa R. Doyle, LLC.

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Please **DONATE**

\$1, \$2, \$5, \$10, \$20, \$50, \$100 or more

GoFundMe: gofund.me/25699475e



Melissa R. Doyle

Entrepreneur (Multiple Business Owner)

The AQA Brand

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Rising Politician (Educational, Child Safety, Veteran, & Domestic Violence Advocacy)
 Business, Content Creation, Digital Marketing, Life, Relationship, Teen, Career, Friend, Wellness, & Intimacy Coach

Authoress: Current Publications or eBooks

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"Monetize Your Niche on all Platforms"

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<https://a.co/d/1PVvIPp>

Stan Store: <https://stan.store/AQABrand>

YouTube: Editing

Linktree: Sign up using my discount codes or links to save \$15 off your first Instacart order
 (summer15creator), 30Days of free Hulu, cancel anytime, and 50% off a Sam's Club membership
<https://linktr.ee/Lissa830>

Content Creator (Most Platforms)

Independent Journalist

Office:

4208 Six Forks Road

Suite 1000

Raleigh, N.C. 27609

Office # (919) 825-4868

Personal Business # (718) 682-8006

#FSU #UNC #Yale

History Instructor N.C. Community College(s)

Cheerleading Coach 🏡 🏹 🧡 🏹 🧡

A.F. Veteran 🇺🇸

"PAY IT FORWARD"

"The kindness you put into the world will always return to you."

ARE YOU REGISTERED TO VOTE?

[Vote.org](https://www.vote.org) or www.ncsbe.gov

Follow my Journey, Community Initiatives, & Campaign on Social Media

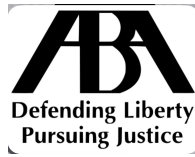
Facebook: Litigation and Coaching Office of Melissa R. Doyle, LLC.

TikTok: melissaforoffice

Please **DONATE**

\$1, \$2, \$5, \$10, \$20, \$50, \$100 or more

GoFundMe: gofund.me/25699475e



**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Ranjani Durham

Street Address: 3559 Lodge Trail

City: Chapel Hill **State:** NC **Zip:** 27516

Phone Numbers: 9196191805 9196191805
Daytime Evening

Email: manjunat@msn.com

Current Occupation: Vice President, Market Access **Employer:** Innoviva Specialty Therapeutics

Please respond to the following questions.

1. **Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education:** Yes / No

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

0. **Why do you want to serve on the School Board?**

I am excited to apply for the Board of Education position for the Chapel Hill Carrboro City Schools (CHCCS). I have been a long-time member of the Chapel Hill/Carrboro community having earned a graduate degree from UNC Chapel Hill in public health and taught high school science at one of the first local charter schools in the area (Woods Charters School). I have also been active in children's and education-related causes initially serving as a volunteer court-appointed special advocate (CASA) in Chapel Hill and Durham to advocate for foster children's best interests during court proceedings. From there I also served as volunteer President of Independent Animal Rescue (IAR) in the Triangle where we were able to rescue and rehabilitate dogs and cats to find their forever homes. As part of IAR, we also started a youth education program where we went into local community schools to educate on respect and responsibility for animals. I also currently serve on the Board of the National School Climate Center (NSCC) whose mission it is to strengthen the climate for learning in schools, including advancing concepts related to bullying prevention, inclusion, and community. In addition to Board membership, I also contribute to fundraising and marketing efforts.

Beyond these experiences, I have worked in the biotech and pharmaceutical industry for over 25 years starting at GSK in RTP and moving onto several other companies in that time. Currently, I am the Vice President of Market Access at Innoviva Specialty Therapeutics ensuring that patients can access our medicines as they receive critical care in hospital settings. My career has given me so many learnings in leadership, integrity, and functional expertise across marketing, market access, medical, and sales to serve patients seeking improved health.

Personally, we are also fortunate to have 2 children in middle and high school in the CHCCS school system and call Chapel Hill our home. I would be grateful to have a place on the Board to continue to foster excellence, positive spirit, and inclusion. Please know that I will bring my long-standing respect and advocacy for the children in our community to this position if elected.

Kind regards,

Ranjani Manjunath Durham

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Megan Carriker

Street Address: 112 Windhover Drive

City: Chapel Hill **State:** NC **Zip:** 27514

Phone Numbers: 9197237607 9197237607
Daytime Evening

Email: megan.carriker@gmail.com

Current Occupation: Video Game Publisher **Employer:** Exothermic

Please respond to the following questions.

- 1. Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education:** Yes / No

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

- 0. Why do you want to serve on the School Board?**

My mother served on the Mount Airy City Schools board for 28 years so I grew up watching her give back to my community and schools first-hand. I would love to do the same and be able to support more local efforts, especially as a mom of three kiddos with one currently attending Ephesus Elementary.

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Rachel Kaplan

Street Address: 1404 Wildwood Drive

City: Chapel Hill **State:** North Carolina **Zip:** 27517

Phone Numbers: 919-593-6066 919-593-6066
Daytime Evening

Email: racheltckaplan@gmail.com

Current Occupation: Disability Consultant - Self-Employed **Employer:** Kintsugi Consulting, LLC

Please respond to the following questions.

1. **Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education:** Yes / No

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

0. **Why do you want to serve on the School Board?**

It is important to serve on the BoE for me as someone who can bring both personal and professional experience and expertise to the table. I grew up in Chapel Hill and attend CHCCS district elementary-high school. I want to be able to give back on the BoE and help positively impact my kids' experience - who are now attending this school district - and other kids/parents/families who live in this area. As a person with a disability (who had a 504 plan in school) and a parent of two kids who have an IEP and/or 504 plan in school currently, I want to make sure that disability awareness, accessibility, and inclusion is imbedded in the decisions being made and programs being implemented within the CHCCS district. I have my Master of Public Health in Health Promotion, Education and Behavior from the University of South Carolina and have built a public health career on ensuring accessibility, cultural competency, harm reduction, trauma informed care and inclusivity are the foundation of discussions and decisions being made. I have worked alongside the school system and in schools in various previous roles/positions ensuring that either teachers/educators have the training and tools they need for successful implementation of evidence-based programs and working directly with youth with disabilities to ensure they understand their IEP, know how to access and utilize their accommodations, and build self-advocacy skills. I want to be able to now impact some of the decisions and planning initiatives being made from a higher level and help to positively impact change and decisions that come from the district. This would be a great way for me to give back and pour into my community after moving back to this area while also being able to learn grow from peers on the BoE as well. I would be honored to be considered for this position and know I would be an asset!

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Nicolas Christian Richard Pegard

Street Address: 106 Pine Lane

City: Chapel Hill **State:** NC **Zip:** 27514

Phone Numbers: 6098659101 6098659101
Daytime Evening

Email: 6098659101

Current Occupation: Associate Professor **Employer:** UNC Chapel Hill

Please respond to the following questions.

- 1. Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education:** Yes / No

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

- 0. Why do you want to serve on the School Board?**

I am a dedicated public educator with two children in CHCCS schools. I have excellent teaching skills, for which i received Teaching awards (albeit at the college level). I regularly particpate to school events (STEM fairs). I have been a guest in CHCCS schools, where i have presented some of my research to children. I am passionate about the future of public education, and excellence in public education in our district, and I would like to bring my expertise in education, to sciences, and my commitment to public service to the board. I will email my CV to the address listed above. I am a tenured faculty with a flexible schedule, and will have no issue participating in all scheduled board meetings.



Tamara Holloway <tholloway@chccs.k12.nc.us>

CV for application to the CHCCS Board of education.

1 message

Nicolas Pégard <nicopegard@gmail.com>

Tue, Sep 8, 2026 at 2:52 PM

To: "tholloway@chccs.k12.nc.us" <tholloway@chccs.k12.nc.us>

Dear sir or madam,

Please find attached my CV for consideration as a member of the CHCCS board of education. I am highly committed to promote the missions of public education, at UNC, and in the CHCCS district, and I am happy to offer my expertise in education to contribute as positively as I can to the missions of the board.

I am available to answer any questions you may have, and would very much appreciate the opportunity to be interviewed for the position.

Best,

Nicolas

Nicolas C. Pégard, Ph.D., Associate Professor
Department of Applied Physical Sciences & Biomedical Engineering
Primary Faculty, UNC Neuroscience Center, Carolina Stress Initiative
The University of North Carolina
www.pegardlab.com, www.sculptedlight.org

**Pegard_CV_Without_Publicaitons.pdf**

105K

NICOLAS C. PÉGARD, PH.D.

205 Life Sciences Addition building
University of California, Berkeley
Berkeley, CA 94720

npegard@berkeley.edu
www.nicolaspegard.com
(609) 865-9101

EDUCATION

Ph.D. in Electrical Engineering *Princeton University, Princeton, NJ, 2009-2014*

Thesis: Computational methods for microfluidic microscopy and phase-space imaging. (08/05/2014)

Majors: solid state physics, nonlinear optics.

Advisor: Prof. Jason W. Fleischer, Imaging Physics Lab.

M.S. in Engineering and B.S. in Physics *École Polytechnique, Palaiseau, France, 2006-2010*

M.S. Eng Majors: opto-electronics, spintronics, material sciences

B.S. Majors: applied mathematics, quantum physics

Classes Préparatoires *CPGE Louis-le-Grand, Paris, France, 2003-2006*

Intensive preparatory science program preceding the competitive entrance into the Grandes Écoles

RESEARCH AND PROFESSIONAL EXPERIENCE

Postdoctoral Scholar *University of California, Berkeley, 2014-Present*

Departments of Molecular & Cell Biology, and Electrical Engineering & Computer Science.

Advisors : Prof. Hillel Adesnik (MCB), Prof. Laura Waller (EECS)

Instrumentation and computational methods for 3D *in vivo* holographic optogenetic photostimulation and optical tracking of neural activity. Current projects : portable instrumentation for optogenetic photostimulation, supported by the Defense Advanced Research Projects Agency (DARPA).

Doctoral Research *Princeton University, 2010-2014*

Department of Electrical Engineering.

Advisor : Prof. Jason W. Fleischer, Imaging Physics lab.

Microfluidic microscopy & optofluidics for 3D cell tomography and phase imaging.

Optimization of optical surface patterning to improve photon trapping for organic photovoltaic cells.

Research intern *Julius-Maximilian University, Würzburg, Germany, Apr-Aug 2009*

Department of Applied Physics (EP3). Advisor : Prof. Charles Gould.

Anisotropic thermopower characterization in diluted (Ga,Mn)As magnetic semiconductors.

FUNDING AND AWARDS

Outstanding postdoc research award, MCB Department *University of California, Berkeley, 2017*

Harold W. Dodds honorific competitive fellowship (dissertation funding) *Princeton University, 2013*

Best research talk, 1st place *Princeton University Research Symposium, 2013*

Outstanding Teaching Assistant award, Engineering Department *Princeton University, 2010*

Gordon Y.S. Wu fellowship for engineering (doctoral funding) *Princeton University, 2009*

University award for outstanding leadership and commitment to the student body *École Polytechnique, 2009*

Carnot fellowship (funding for students pursuing Ph.D. programs abroad) *Carnot Foundation, 2008*

OUTREACH AND SERVICE IN RESEARCH AND EDUCATION

Conference chair and organizer. *Sculpted Light in the Brain (www.slb2017.com)* 2017

Raised \$20k to fund travel for 11 invited speakers. One-day conference, 35 posters, 250 attendees.

Session chair. *Multidimensional Microscopy conference (SPIE Photonics West)* 2017

Session chair. <i>Advanced Imaging Methods (AIM) Workshop, University of California Berkeley</i>	2016 - 2017
Technical group leader. <i>Optical Biosensors Technical Group (Optical Society of America)</i>	2017 - 2020
Reviewer. <i>Nature Communications, Scientific reports, MIT Press</i>	2017 - Present
Reviewer. <i>Applied Optics, JOSA.A, Biomedical Optics Express, Optica, Optics letters</i>	2012 - Present
Scientific reviewer for grant applications. <i>OSA Special Program Grants</i>	2016 - 2017
<i>National Natural Science Foundation of China, Hong Kong Research Grant Council</i>	
Volunteer scientist. <i>Bay Area Scientists In Schools (BASIS)</i>	2014

PATENTS

3D Sparse Holographic Temporal focusing	2016
<i>L. Waller, N. Pégard, and H. Adesnik</i>	Patent Application #62-429,017
Compressive plenoptic microscopy	2015
<i>L. Waller, N. Pégard, and H. Adesnik</i>	Provisional Patent Application #62-188,626
Photoelectric cells incorporating wrinkles and folds to enhance efficiency and bendability	2014
<i>J.-B. Kim, P. Kim, H. Stone, N. Pégard, J. W. Fleischer, Y.-L. Loo</i>	Patent Application #14-214,564
	Provisional Patent Application #61-635,540
Tilted Channels for Computational Imaging in Optofluidic Microscopes	2013
<i>J. W. Fleischer and N. Pégard</i>	Patent Application #14-023,455
Flow Scanning Tomography	2013
<i>J. W. Fleischer and N. Pégard</i>	Provisional Patent Application #61-776,970
Rotating flow for 3D optofluidic tomography & Structured illumination optofluidic microscope	2011
<i>J. W. Fleischer and N. Pégard</i>	Provisional Patent Application #61-699,003 & #61-609,991

TEACHING EXPERIENCE

Invited lecturer, University of California, Berkeley	2017
<i>Recording neural activity in 3D with compressive light field microscopy, Neurotech/BMI class, (EE290P)</i>	
Guest lecturer, University of California, Berkeley	2014 - Present
<i>Introduction to Optical Engineering, Fresnel Diffraction (EE 218A)</i>	2017
<i>Introduction to Optical Engineering, Lasers (EE 118)</i>	2016
Private tutor, Lessons in physics and mathematics	2013 - Present
Teaching assistant, Princeton University	2010 - 2013
<i>Algorithms and Data Structures (COS 226)</i>	2013
<i>Logic Design & VLSI (ELE 206), Introduction to Engineering (EGR 191)</i>	2012
<i>Optoelectronics (ELE 453)</i>	2010
Undergraduate Research mentor, Princeton University	2011 - 2013
<i>MIRTHE's summer program</i> undergraduate level research internships.	

OTHER WORK EXPERIENCE

Optofluidic engineering research consultant, Nodexus Inc. Berkeley, CA	2016
Apprenticeship in carpentry, Far Eastern Federal University, Vladivostok, Russia	2008
Junior navigation officer, Midshipman rank, (M649 Persée) French navy, Brest Arsenal	2006
Assistant teacher in music theory, Amiens, France	2005

SKILLS AND ACTIVITIES

Languages: French (native speaker), English (fluent), German (fluent), Russian (conversational)

Programming languages: Matlab, Caml, Java, Labview, C, Python, PHP, HTML, L^AT_EX

Special Licenses: US private pilot license (Single engine, VFR, land), French offshore boating license

Music: Trumpet player for Princeton wind ensemble and marching band, Conductor and founding member of école Polytechnique Big Band

Other Hobbies: Amateur Rugby player at École Polytechnique, Woodworking, Blues dancing

REFERENCES

Prof. Hillel Adesnik

Postdoctoral co-advisor
Molecular & Cell Biology dpt.
205, Life Science Addition.
University of California, Berkeley
Berkeley, CA 94720
510-642-2107
hadesnik@berkeley.edu

Prof. Laura Waller

Postdoctoral co-advisor
Electrical Engineering & C.S. dpt.
514, Cory Hall.
University of California, Berkeley
Berkeley, CA 94720
510-642-2753
waller@berkeley.edu

Prof. Jason W. Fleischer

Ph.D. advisor
Electrical Engineering dpt.
318, 87 Prospect ave.
Princeton University.
Princeton, NJ 08544
609-258-8963
jasonf@princeton.edu

SUPPLEMENTARY REFERENCES

Prof. Ehud Isacoff

DARPA collaboration (2017)
Molecular & Cell Biology dpt.
University of California, Berkeley
Berkeley, CA 94720
ehud@berkeley.edu

Prof. Ren Ng

DARPA collaboration (2017)
Electrical Engineering dpt.
University of California, Berkeley
Berkeley, CA 94720
ren@eecs.berkeley.edu

Prof. Bruno Olshausen

DARPA collaboration (2017)
H. Wills Neuroscience Institute
University of California, Berkeley
Berkeley, CA 94720
baolshausen@berkeley.edu

Prof. Howard Stone

Research collaboration (2012)
Mech. & Aero. Eng. dpt.
Princeton University
Princeton, NJ 08544
hastone@princeton.edu

Prof. Lynn Loo

Research collaboration (2011)
Chem. and Bio. Eng. dpt.
Princeton University
Princeton, NJ 08544
lloo@princeton.edu

Prof. Monica Driscoll

Research collaboration (2013)
Molecular Biology dpt.
Rutgers University
Piscataway, NJ 08854
driscoll@dls.rutgers.edu

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Elizabeth Bakanic

Street Address: 106 Pine Lane

City: Chapel Hill **State:** North Carolina **Zip:** 27514

Phone Numbers: 3369785049 3369785049
Daytime Evening

Email: bakanic@gmail.com

Current Occupation: Principal Consultant **Employer:** Cardinal Resource Strategy LLC

Please respond to the following questions.

- 1. Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education: Yes / No**

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

- 0. Why do you want to serve on the School Board?**

Having two young children currently enrolled in CHCCS gives me a personal, daily stake in the success and educational continuity of our district. I am applying for this vacancy because I want to actively contribute my professional expertise in academic planning and operations toward our shared goal of delivering an exceptional, equitable education for all students.

My career in higher education administration has been defined by strategic resource allocation, financial modeling, and operational design. I understand the complexities of steering educational institutions and the importance of utilizing data to drive pragmatic, mission-focused decisions.

A central challenge for this board—and any educational leadership team—is determining how to successfully balance real financial constraints with ambitious academic priorities. My approach relies on transparent, data-informed planning that protects essential classroom experiences, differentiated instruction, and critical programming, even when budgets are tight. By identifying operational efficiencies behind the scenes and prioritizing sustainable financial models, we can ensure that our primary investments remain squarely focused on student success, educator support, and rigorous academic standards.

I would be honored to serve out this partial term. I am eager to work collaboratively with the current board members, bringing a highly analytical and cooperative perspective to the table to help navigate our immediate operational challenges while keeping the needs of our students and families at the forefront.

I would be happy to provide a resume, references, or further details about my background upon request.

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Sasha Carver

Street Address: 1715 Purefoy Dr

City: Chapel Hill **State:** NC **Zip:** 27516

Phone Numbers: 9194485036 9194485036
Daytime Evening

Email: nunew919@icloud.com

Current Occupation: Revenue Cycle Rep PB Claims Eligibility and Authorization Denials **Employer:**
UNC Health

Please respond to the following questions.

- 1. Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education:** Yes / No

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

0. Why do you want to serve on the School Board?

I want to serve on the Chapel Hill-Carrboro City Schools Board of Education because my connection to this district is deeply personal and spans generations. I was educated in this district throughout my childhood, my family also has a history within CHCCS, three of my children have graduated from the district, and two of my children are currently receiving their education here. CHCCS has been a part of my life not only as a former student, but now as a parent, which gives me a unique perspective on how the decisions made within our schools can impact students and families over time.

Serving on the Board would give me an opportunity to give back to the school community that has played such an important role in my life and in the lives of my children. I want to help ensure that every student has access to a high-quality education, that families feel heard and included, and that teachers and staff have the support they need to help students succeed.

As a working professional, parent, and continuing college student, I also bring experience in communication, problem-solving, advocacy, accountability, and working through complex situations. I would bring those skills to the Board while remaining willing to listen, learn, ask questions, and work collaboratively with others.

Most importantly, I would serve with the understanding that every decision represents real children, families, educators, and futures. I would be honored to bring my professional experience, life experience, and lifelong connection to CHCCS to the Board of Education.

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Humberto Posada-Orozco

Street Address: 105 Fidelity Street Apt B39

City: Carrboro **State:** NC **Zip:** 27510

Phone Numbers: 6786377357 6786377357
Daytime Evening

Email: humberto8813@gmail.com

Current Occupation: Housing Coordinator **Employer:** City of Raleigh

Please respond to the following questions.

1. **Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education:** Yes / No

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

0. **Why do you want to serve on the School Board?**

First, I would like to express my gratitude and respect to former Board Member Dasi for her leadership and service to the Chapel Hill-Carrboro City Schools for over a decade. Her move to the Orange County Board of Commissioners expedited my process to seek a seat on the CHCCS Board of Education and I am grateful for the opportunity to share why I am seeking the appointment.

As an immigrant son of parents who left their home country so that my siblings and I could reach our educational potentials, I am proud to be a first-generation college graduate. Arriving at eight years of age and speaking no English, I was like a fish out of water, but my perseverance and thirst for learning propelled me to quickly learn English and excel in school. I am a product of public education and I consider myself fortunate for having had the opportunity to exceed my parents' expectations of their children: securing a high-quality education and a better life.

And while having the opportunity my parents did not enjoy in Mexico was a gift, moving through the public school system with only a handful of teachers who looked like me shaped the way I saw myself and other minoritized students. Through my lived experience, I have learned that access is not everything. The infrastructure which allowed me to reach my educational goals was not equitably designed, and, as a result, many students that looked like me did not reach their fullest potential. I am acutely aware of the barriers which make it challenging for first-generation students to succeed in their educational journeys, from lack of representation in the classroom to systemic underinvestment. Those are two reasons which drove me to seek the appointment for the vacancy on the Board of Education. In addition to those reasons, I strongly believe my leadership experience has prepared me to serve in this role. From volunteering in high school during holiday toy drives to chairing a nonprofit board in my twenties, and sharing my story to effect change, I have been drawn to lead and serve various communities from a young age.

Receiving a life-changing HIV diagnosis as a 19-year old while pursuing a college degree dealt a blow to my aspirations, but my community of people living with HIV taught me that HIV was only a road bump, not a death sentence. The HIV diagnosis was a catalyst for me to live a life worth remembering and, though I allowed stigma to keep me from publicly sharing my diagnosis for a long time, I eventually decided to unshackle myself from the internalized shame that weighed me down. This decision transformed the way I approached life and the advocacy work I rededicated myself to. Through the journey of embracing myself while leading a nonprofit, I learned to navigate this country's complex health system as well as the complex policy landscape of the U.S. South. Leading a nonprofit advocating for the rights of immigrant LGBTQ+ people in Georgia shaped the way I approach policy challenges coming from an unfriendly state which dealt multiple blows to people who look like me. This, too, taught me to embrace my intersectional identity, which

I consider one of my strengths. I also believe that, for this reason, my voice will be a meaningful addition to the Board.

The values my parents instilled in me have guided me to reach higher and earn a Master's degree and continue conducting community-centered work. In my current role as a housing coordinator at the City of Raleigh, I not only help people enroll into a housing assistance program, but also provide case management services to ensure program participants are more prepared to thrive. It is a rewarding and challenging role, allowing me to use my people skills to make an impact on people navigating challenging and traumatic events, including unsheltered homelessness. I am also involved in efforts to flip close statewide races and eventually flip the General Assembly as a member of the Latino Engagement Team and Executive Committee as part of Team Up NC. Lastly, I am involved in two community advisory boards which allow me to continue engaging with HIV cure research and other HIV-related research.

While I realize the vacant Board seat term is for only a little over a year, I fully intend on running for re-election next November. With that in mind, I am sharing what I believe is a modest and realistic platform, in my opinion.

I am seeking the appointment to ensure Latine families know they have someone to turn to at the CHCCS Board of Education. I intend to be a voice for Latine families and students, with a deep conviction that authentic, culturally responsive community engagement is only one strategy to meaningfully engage all of the underrepresented parents and students of the district.

I am seeking the appointment because I value diversity: diversity of beliefs, lived experience, and skills. My intersectional identity positions me to fill a void on the current Board's makeup. As an immigrant, gay Latino man who is a first-generation college graduate who came to this country as an eight-year old and graduated from public schools, I strongly believe my lived experience would add an essential voice at the CHCCS Board of Education.

I am seeking the appointment because I want to ensure educators have the resources they need to excel in their role. Building on the legacy of the district's success, I will prioritize not only increased representation among educators so that students of color see themselves in their classroom role models, but also increased opportunities for continuing education and workforce development.

Thank you for the opportunity. I look forward to serving with you on the Board.

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: William Morlan Kitchin III

Street Address: 903 Sesame Rd

City: Chapel Hill **State:** North Carolina **Zip:** 27516

Phone Numbers: 9198102909 9198102909
Daytime Evening

Email: williammkitchin@gmail.com

Current Occupation: Retired **Employer:** Form Chapel Hill-Carrboro city schools and town of Carrboro Fire/Rescue

Please respond to the following questions.

- 1. Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education:** Yes / No

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

- 0. Why do you want to serve on the School Board?**

I am also a graduate 87' class front the district. I feel that students and staff are the importance of the organization. Willing to assist with the needs and seeing of future needs of the district. First is that policy and goals are followed.

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Althea Williams

Street Address: 4306 Waterford Valley Drive, Apt. 1732

City: Durham **State:** NC **Zip:** 27320

Phone Numbers: (336) 932-3252 (336) 932-3252
Daytime Evening

Email: agreader65@gmail.com

Current Occupation: Student at NCCU **Employer:** NA

Please respond to the following questions.

- 1. Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education:** Yes / No

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

- 0. Why do you want to serve on the School Board?**

Being able to serve on the Board of Education would give me the opportunity to continue to shape local education and be that voice for the children, parents and community as I advocate for all. It would also give me the opportunity to give back to such a wonderful community. Being a part of the Board of Education would allow me the opportunity to help set academic goals as well as assist with putting policies in place which affects how children learn and grow and matriculate throughout their school years. This position would also allow me to grow as an individual to help make decisions, communicate with fellow board members and gain leadership skills.

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Peter Maniloff

Street Address: 511 Parkside Circle

City: Chapel Hill **State:** NC **Zip:** 27516

Phone Numbers: 919-357-7651 919-357-7651
Daytime Evening

Email: maniloff@gmail.com

Current Occupation: Economist **Employer:** US EPA

Please respond to the following questions.

1. **Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education:** Yes / No

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

0. **Why do you want to serve on the School Board?**

Please see my emailed letter and resume

September 10, 2026

To the Board of Education,

I am writing to apply to fill the Board vacancy.

My parents worked in schools – in the classroom, as principals (including at Ephesus!), and as a superintendent. I have a great deal of respect and admiration for educational professionals, for the work our schools do in preparing our children for adulthood, and for the role of our schools in building a democratic community. It's important work!

CHCCS is at a crossroads with two potentially transformational challenges to navigate. First is the district's decline in enrollment and attendant fiscal pressures. The future district may not entirely look like the current one and the Board's laudable efforts to address fiscal pressures may need to continue. Second is the changing role of technology. This poses a number of questions. How can we best support our learners? Do we need to teach students different skills? How can technology support CHCCS staff and operations? These are real challenges and will take thoughtful discussion, input from our professional experts in the school system, and engagement with the community.

I am ready to help us navigate these challenges. I am a current CHCCS parent and CHHS grad. I am a native North Carolinian who has spent most of his life in the central NC and more than a decade in Chapel Hill. I have dedicated my career to public service – in my day job, I am an analyst, leader, and communicator dedicated to improving environmental policy.

On the Board, I will be a thoughtful contributor. I will listen to fellow Board members, to the incredible staff, and to our community. I will work to ensure that our district supports all our students, in their varied needs, with their varied tools and abilities. I will use my professional skills in policy analysis and economics to consider the issues we confront. And I will strive to live up to the highest standards in helping our community.

Sincerely yours,

Pete Maniloff

Peter Maniloff

maniloff@gmail.com

Employment History

- Economist, Team Lead 2021-present
U.S. Environmental Protection Agency, Durham, NC
- Lead an applied economics team.
 - Develop new methods as needed.
 - Mentor junior staff.
 - Work with agency leadership and stakeholders to develop analytic priorities.
- Instructor 2023-present
Nicholas School of the Environment, Duke University, Durham, NC
- Taught graduate level climate policy.
- Assistant Professor 2013-2021
Division of Economics & Business, Colorado School of Mines, Golden, CO
- Performed quantitative analytic research, conducted studies in support of environmental protection, prepared written analyses.
 - Used and taught advanced methods in data analysis and machine learning.
 - Designed analyses and communicated results to stakeholders.
 - Performed high-impact policy-relevant climate and energy economics research.
 - Supervised and mentored junior economic analysts.
 - Communicated economic knowledge to smart but non-expert stakeholders.
 - Managed multiple simultaneous projects over short and long time scales.
 - Won institutional and national awards for research and teaching.
- Research Assistant, Teaching Assistant, Fellow 2007-2013
Duke University, Durham, NC
- Developed a model of carbon cap-and-trade price containment mechanisms.
 - Drafted memos for congressional staff on cap-and-trade price containment and allocation mechanisms.
 - Assisted faculty with teaching, research, and communication.
- Programmer, Software Engineer, Computational Scientist, and other titles 2001-2007
Evans & Sutherland, IEM, University of Utah, and others, Salt Lake City, UT
- Designed, implemented, and maintained computer software, primarily in C++.
 - Provided technical documentation of software systems.

Education

Ph.D., Environmental Science and Management, Duke University, Durham, NC, 2013
M.A., Environmental Science and Policy, Duke University, Durham, NC, 2010
B.A., Physics and Computer Science, Duke University, Durham, NC, 2001

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Karen Kurasch

Street Address: 3601 Sweeten Creek Road

City: Chapel Hill **State:** NC **Zip:** 27514

Phone Numbers: 425-943-1444 425-943-1444
Daytime Evening

Email: funfamilyk@gmail.com

Current Occupation: Stay at Home Mom **Employer:** None

Please respond to the following questions.

- 1. Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education:** Yes / No

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

- 0. Why do you want to serve on the School Board?**

My name is Karen Kurasch and I am the parent of a 3rd grader at Ephesus Elementary School. Our family moved to Chapel Hill a little over 3 years ago specifically to be in the CHCCS district. We chose CHCCS as the best place for our family because the district has a great reputation and is ranked amongst the top in the state. These are challenging times everywhere, but the future of this district under the leadership of Dr. Trice seems bright and promising.

My work experience, which includes over 10 years in public sector budgeting and planning for the City of Seattle, showed progressive responsibility in government leadership, accomplishing meaningful progress while staying fiscally responsible. My education, which includes a degree in Economics and an MBA, has prepared me for making well-informed decisions and for anticipating risks with smart contingencies. Additionally, my volunteer experience as both PTA president and SIT parent co-chair at Ephesus Elementary has provided me relevant experience of the current challenges facing the school district and prepared me to be a contributing and positive member of the Board.

I have always believed in being a part of the solution, to move beyond the initial instinct to complain and criticize, and to work together to actively collaborate to move an organization forward. I am a quick learner and a hard worker, and I am passionate about the quality of education we provide our children. I take it seriously that staying at home with my kids is a privilege, so I feel very strongly that I should use my free time to contribute to nurturing my community in a role such as this one.

There is a significant amount of work ahead for the Board and the school district to tackle in the next few years, and I'd be honored to be a part of the team. Thank you for your consideration.

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Brett Fuhrman

Street Address: 108 Ellsworth Place

City: Chapel Hill **State:** NC **Zip:** 27516

Phone Numbers: 3032414840 3032414840
Daytime Evening

Email: bfuhrman@parkeconsultinggroup.com

Current Occupation: Fractional CFO **Employer:** Parke Consulting Group LLC

Please respond to the following questions.

- 1. Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education:** Yes / No

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

- 0. Why do you want to serve on the School Board?**

I want to serve on the CHCCS Board of Education because public education fundamentally shaped who I am, and I now have the professional expertise and personal stake to help protect and strengthen it here in our community.

I grew up attending public schools in Fargo, North Dakota, and that education opened doors to college, a career in finance, and a life dedicated to strengthening schools. I've spent my career trying to repay that debt — first as CFO of Denver Public Schools, a 78,000-student urban district, and for the past two decades as a financial and operating executive across both public and independent K-12 institutions.

Today, as a Chapel Hill parent with children currently enrolled in CHCCS, that commitment is personal as well as professional. I've spent my career managing real cost pressures -declining enrollment, revenue shortfalls, debt refinancing, bond issuance, benefits redesign -while protecting and often improving the quality of educational delivery. I know how to find genuine savings without compromising what matters to students and teachers, and how to explain financial tradeoffs clearly to boards, staff, and the public.

I would bring that same discipline to the Board: rigorous financial stewardship, transparency, and a decision-making lens anchored in one question - what is best for students. I would be honored to put my experience to work for CHCCS. I will also send Tamara Holloway a cover letter and CV for your consideration.



Tamara Holloway <tholloway@chccs.k12.nc.us>

CHCCS Board of Education Vacancy

1 message

Brett Fuhrman <bfuhrman@parkeconsultinggroup.com>
To: tholloway@chccs.k12.nc.us

Fri, Sep 11, 2026 at 3:43 PM

Dear Ms. Holloway,

I am writing to apply for the vacancy on the Chapel Hill-Carrboro City Schools Board of Education. I am a Chapel Hill resident and CHCCS parent, and a finance executive with two decades of experience leading financial strategy for public and independent K-12 school systems. I have attached my resume, along with my response to the Board's application question, and would welcome the opportunity to discuss my candidacy further.

My connection to public education is both personal and professional. I grew up attending public schools in Fargo, North Dakota, and that education shaped the course of my life and career. My children are currently enrolled in CHCCS schools, and I see this application as a direct way to invest in the system that serves my own family and this community.

Professionally, I have spent my career at the intersection of education and finance. As Chief Financial Officer of Denver Public Schools, I managed the district's financial planning, cash and debt management, and oversight of budget, accounting, risk, and federal programs for a 78,000-student urban district with a \$1.3 billion budget - including the sale and refinancing of more than \$500 million in general obligation bonds and collective bargaining with nine unions, including the teachers' union. Since then, I have served as Head of School at an independent school and CFO for several independent schools. Across all of these roles, my work has centered on the same core challenge school boards face every year: how to manage real cost pressures - enrollment shifts, debt, benefits, deferred maintenance, revenue volatility - without sacrificing the quality of what students actually experience in the classroom.

That approach follows a simple philosophy I've built my own consulting practice around: people are a school's greatest resource, and the pace of change should always be balanced against what already makes an institution great. I bring that same discipline to every engagement - rigorous financial stewardship, transparency, and a decision-making lens that starts and ends with a single question: what is best for students. You can learn more about my background at <https://www.parkeconsultinggroup.com/about>. I would welcome the opportunity to bring that experience to the CHCCS Board of Education, and I appreciate your consideration.

Sincerely,
Brett

--
Brett Fuhrman
Principal Consultant

--
[Parke Consulting Group LLC](#)
303.241.4840
BFuhrman@ParkeConsultingGroup.com



2 attachments

 **Fuhrman_CHCCS_Board_Cover_Letter.pdf**
55K

 **Brett_Fuhrman_CV_2026_updated.pdf**
190K

Dynamic C-Level executive with two decades of experience shaping strategy and delivering results in independent and public education, nonprofit, consulting, healthcare, and manufacturing organizations.

EXECUTIVE SUMMARY OF QUALIFICATIONS

- ◆ Accomplished fractional CFO providing value-added financial leadership tailored to organizational goals.
- ◆ Change agent with demonstrated track record exceeding the expectations of CEOs and Boards of Directors.
- ◆ Skilled at distilling complex financial and strategic data into clear insights that drive informed decisions.
- ◆ Extensive experience developing strategic plans and preparing complex financial models.
- ◆ Identifies and implements cost-saving initiatives while preserving core operations.
- ◆ Rare combination of large-scale public school district and independent school finance leadership — including CFO of Denver Public Schools, a 78,000-student urban district with a \$1.3 billion budget.
- ◆ Expertise in endowment management and investment strategy for portfolios up to \$100 million.
- ◆ Big Four CPA firm-trained, balancing detailed execution with big-picture thinking.
- ◆ Effective crisis manager, adept at leading organizations through significant challenges.
- ◆ Trusted executive coach and strategic advisor to Heads of School/CEOs, enhancing leadership impact.
- ◆ Versatile leader with ability to rapidly master new industries and business models.
- ◆ Recognized for creative problem-solving and advancing organizational excellence.

LEADERSHIP HIGHLIGHTS

Strategy and Planning | *Led SWOT analyses and strategic initiative development, defining actionable goals with measurable outcomes that drove value and service enhancements.*

Turnaround Plans | *Crafted and executed business and financial strategies to eliminate structural deficits and generate cash surpluses.*

Operational Efficiencies & Cost Containment | *Implemented measures such as debt refinancing, self-funded medical insurance, and optimized resource allocation, resulting in 5%–10% operating cost savings.*

Organizational Restructuring | *Reorganized teams to align talent with roles, enhancing performance and achieving organizational goals at no additional cost.*

Dashboards and Reporting | *Developed user-friendly dashboards featuring key performance indicators to streamline management tracking and decision processes.*

Crisis Management | *Directed organizations through crises—including extreme weather, PR issues, banking instability, and unexpected revenue losses—while maintaining continuity and stability.*

Construction Project Management | *Oversaw building projects up to \$10 million, managing design and program development, construction, and all aspects of financial funding, tracking, and reporting.*

PROFESSIONAL EXPERIENCE

Parke Consulting Group LLC, Chapel Hill, NC

11/2018 – Present

Founder and Principal Consultant providing small businesses and nonprofits fractional CFO services.

Carolina Day School, Asheville, NC

7/2017 – 6/2025

\$20 million nonprofit | Preschool to Grade 12 day school with 600 students and 150 employees.

Head of School

7/2023 – 6/2025

Responsible for overseeing daily operations, strategic planning, fundraising, faculty management, and performing CFO duties related to financial modeling and forecasting. Managed team of 150, including 13 direct reports.

- Stabilized and revitalized the institution, restoring trust and morale following a period of turmoil.
- Led development of strategic vision, including a robust SWOT analysis, 5-year goals, annual priorities, and actionable, measurable steps.
- Increased enrollment to highest levels since 2019 including the creation of the first-ever Grade 9 waitlist.
- Achieved highest Net Promoter Score and parent satisfaction since pre-COVID; 9 in 10 parents in 2025 rated value of education meeting or exceeding expectations compared to cost of tuition.
- Restructured leadership roles at no additional cost, realigned reporting structures, and streamlined meeting cadence to better align strategic and operational goals.
- Led crisis management response and recovery from Hurricane Helene including reopening school (first in region), establishing campus as an emergency distribution site, and raising \$70,000 in employee relief funds.
- Initiated first new major capital project since 2015, raising nearly \$5,000,000, addressing backlogs of years of critical deferred maintenance, and identifying a sequencing and phasing plan that was achievable.

Chief Financial Officer

7/2017 – 6/2023

Responsible for business office, HR, facilities, and IT. Managed team of 15, with 5 direct reports.

- Designed and executed a financial recovery strategy closing a projected \$1.5M deficit and generating surpluses.
- Created a financially attainable campus plan through the development of a new approach to addressing the facilities needs while enhancing the school's program and mission.
- Led the transition to a new medical insurance plan generating annual savings (5%) while enhancing benefits and providing future cost containment. Employee premiums only increased 20% over 8 years.
- Balanced budgets despite absorbing major costs (severance, capital overruns) without sacrificing core program.
- Led efforts to install three solar arrays (0.3 MW) on campus generating ~40% of campus energy at no cost.

The Association of Boarding Schools, Asheville, NC

8/2020 – 8/2023

\$5 million nonprofit | Association serving 230 boarding schools in the United States, Canada, and around the globe.

Vice President, Finance and Operations

Responsible for financial strategy, planning, reporting, risk management, accounting operations, and management of TABS Insurance, Inc. Managed team of 4.

- Led the association through Covid financial challenges including an elimination of 40% of program revenue.
- Led the evaluation and negotiation of a business unit sale and assessment of strategic alternatives.
- Created financial forecasting and multi-year scenario models for long-term sustainability.

Buckingham Browne and Nichols School, Cambridge, MA

8/2013 – 6/2017

\$45 million nonprofit | Preschool to Grade 12 day school on four campuses with 1,022 students and 300 employees.

Chief Financial Officer / Chief Operating Officer

Responsible for business office, HR, facilities, health services, transportation, IT, dining services, risk

Brett Fuhrman

303-241-4840

management, and auxiliary programs. Managed team of 85, with 8 direct reports.

- Managed a complex \$11 million Middle School renovation from construction documents to completion on time and within budget. The project included complicated logistics planning and relocation of students.
- Led complex master planning efforts at two campuses to support the shifting focus on teaching 21st century skills and the integration of the acquired contiguous property while addressing long-time parking shortages.
- Oversaw the management (financial advisors) of the \$80 million endowment and its investment strategy.
- Led the \$8.5 million strategic acquisition of two properties totaling 1.6 acres critical to the school's long-term health, providing significant future campus expansion potential.
- Led the creation and development of a school-wide strategic sustainability framework and advisory group.
- Transitioned to a new medical insurance plan generating annual savings of \$225k (a 10% reduction in costs) while enhancing benefits and providing future budget cost-certainty and containment.

Brooks School, North Andover, MA

7/2010 – 7/2013

\$20 million nonprofit | Grades 9-12 boarding and day school on 250 acres with 370 students and 180 employees.

Associate Head for Finance and Operations

Responsible for business office, HR, facilities, IT, dining services, risk management, and auxiliary programs.

Managed team of 75, with 7 direct reports.

- Strong financial management provided opportunities to reduce reliance on endowment draw for operations, redirect funds for capital projects, reduce reliance on tuition revenue, and create new cash reserves.
- Led campus master planning efforts to envision plan and develop roadmap to implement over 10 years.
- Managed \$3.5 million new dormitory and faculty housing project from schematic design to completion.
- Refinanced debt resulting in annual savings (21% reduction in costs) and reduced risk, covenants and reporting.
- Oversaw the management (financial advisors) of the \$75 million endowment and its investment strategy.
- Led the strategy and development of a comprehensive wellness initiative creating awareness, education, and behavior shift for students and adults on campus as well as a new sustainable dining program.
- Transitioned to a new medical insurance plan generating annual savings of \$290k (a 20% reduction in costs) while maintaining existing benefits and better administrative experience for employees.

Denver Public Schools, Denver, CO

11/2004 – 6/2010

\$1.3 billion nonprofit | Urban school district with over 78,000 students, 150 schools, and 12,000 employees.

Chief Financial Officer

12/2008 – 6/2010

Responsible for district-wide financial planning, cash and debt management, and the supervision of budget, accounting services, risk, federal programs and disbursing. Managed a team of 93, with 6 direct reports.

- Led efforts to sell and refinance general obligation bonds totaling over \$500 million from conception to issuance, including determining bond size, compilation of official statement (prospectus) and presentations to potential investors and rating agencies. Leveraged various financing mechanisms such as tax-exempt and multiple taxable bonds to ensure lowest possible interest rate.
- Successfully maintained AA rating with rating agencies (Moody's and Standard and Poor's) during the credit crisis of 2008-09 while absorbing escalated interest costs on \$750 million of variable debt (swap). Strong financial management contributed to an increase in general fund reserves from \$15 million to \$106 million.
- Negotiated contracts with nine unions (including the teachers) as a member of the Collective Bargaining team.
- Developed a culture emphasizing the importance of communication, customer service, empowerment, teamwork, and metrics resulting in increased efficiencies and improvements in processes and procedures.

Director of Budgetary Services

6/2006 – 11/2007

Responsible for district-wide budgetary services including budget development, general accounting, disbursement, risk management, and federal programs. Managed team of 13, with 8 direct reports.

- Created, developed, and implemented a new school budget allocation methodology (Student-Based

Brett Fuhrman

303-241-4840

Budgeting) resulting in a more transparent and easier to understand system in which dollars followed students.

- Strategically allocated resources within the \$1.3 billion budget from 16 different funds with a multitude of restrictions to best leverage financial resources.
- Reorganized the Office of Budgetary Services to better meet the needs of schools and departments.

Manager of Special Projects & Accountant

11/2004 – 5/2006

Qwest Communications, Denver, CO

8/2003 – 10/2004

Senior Financial Consultant

Arthur Andersen LLP, Atlanta, GA

9/1998 – 5/2002

Business Advisory Services – Senior Auditor | Corporate Finance Turnaround Consulting – Senior Analyst

- Provided services to clients in the manufacturing, banking, and telecommunications sectors.

Office of U.S. Senator of North Dakota Byron Dorgan, Washington, D.C.

6/1998 – 8/1998

Intern | Interim Office Manager

EDUCATION/PROFESSIONAL DEVELOPMENT

Drake University, Des Moines, IA | BSBA, Concentration in Accounting

- Division I soccer team member (4 years) | 1995 All-Conference Honorable Mention

Certified Public Accountant [Colorado] | Certified Public Accountant (Colorado), Inactive Status, Member #22683

Leadership Bootcamp [Jack Welch Management Institute]

- 8-week virtual program focused on applying the Jack Welch MBA program principles to independent schools.

Think Tank on Global Education [Harvard Graduate School of Education]

- Virtual program culminating with a 3-day in-person program focused on developing competencies and action steps critical to building a global education program.

COMMUNITY & CIVIC INVOLVEMENT

- Buckingham Browne & Nichols Family Coop Preschool, Board Member
- North Andover Family Cooperative Preschool, Board Member
- Denver Public Schools, ProComp Governing Board

2015–2017

2012–2013

2007–2010

PERSONAL INTERESTS

- Spending time with family, traveling, snowboarding, reading, hiking, and seeing live music.

Brett Fuhrman

Chapel Hill, NC

303-241-4840 | bfuhrman@parkeconsultinggroup.com | parkeconsultinggroup.com

September 11, 2026

Tamara Holloway

Chapel Hill-Carrboro City Schools

tholloway@chccs.k12.nc.us

Re: Application for the CHCCS Board of Education

Dear Ms. Holloway,

I am writing to apply for the vacancy on the Chapel Hill-Carrboro City Schools Board of Education. I am a Chapel Hill resident and CHCCS parent, and a finance executive with two decades of experience leading financial strategy for public and independent K-12 school systems. I have attached my resume, along with my response to the Board's application question, and would welcome the opportunity to discuss my candidacy further.

My connection to public education is both personal and professional. I grew up attending public schools in Fargo, North Dakota, and that education shaped the course of my life and career. My children are currently enrolled in CHCCS schools, and I see this application as a direct way to invest in the system that serves my own family and this community.

Professionally, I have spent my career at the intersection of education and finance. As Chief Financial Officer of Denver Public Schools, I managed the district's financial planning, cash and debt management, and oversight of budget, accounting, risk, and federal programs for a 78,000-student urban district with a \$1.3 billion budget - including the sale and refinancing of more than \$500 million in general obligation bonds and collective bargaining with nine unions, including the teachers' union. Since then, I have served as Head of School at an independent school and CFO for several independent schools. Across all of these roles, my work has centered on the same core challenge school boards face every year: how to manage real cost pressures - enrollment shifts, debt, benefits, deferred maintenance, revenue volatility - without sacrificing the quality of what students actually experience in the classroom.

That approach follows a simple philosophy I've built my own consulting practice around: people are a school's greatest resource, and the pace of change should always be balanced against what already makes an institution great. I bring that same discipline to every engagement - rigorous financial stewardship, transparency, and a decision-making lens that starts and ends with a single question: what is best for students. You can learn more about my background at <https://www.parkeconsultinggroup.com/about>. I would welcome the opportunity to bring that experience to the CHCCS Board of Education, and I appreciate your consideration.

Sincerely,

Brett Fuhrman

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Christopher Chin

Street Address: 101 Thomas Lane, Apt C4

City: Carrboro **State:** NC **Zip:** 27510

Phone Numbers: 2019065530 2019065530
Daytime Evening

Email: christopher.j.chin@gmail.com

Current Occupation: IT Business Analyst **Employer:** North Carolina State University

Please respond to the following questions.

1. Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education: Yes / No

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

0. Why do you want to serve on the School Board?

Like all of the applicants, I am passionate about public education. I believe our public school system needs to be a pillar of trust and excellence in a time where faith and participation in many of our civic institutions has declined. In dealing with issues big and small, we should never lose sight of our core charge to provide all children with quality accessible education. What that means to every board member, administrator, teacher, parent, and student is shaped by our life experiences, and I think a diversity of those experiences and perspectives is especially critical on the board in its governance of CHCCS. I believe that when the public sees the board have deliberately open and honest conversations, they are more likely to accept outcomes on even the most contentious issues. I would like to share some of my life experiences with you that may complement the current makeup of the board in those conversations.

I am the father of a two-year-old future Carrboro Elementary student, a licensed foster parent, and was once long ago a first grade teacher (math and physical education). On weekends, you'll find me umpiring little league baseball with the Carrboro Recreation, Parks, and Cultural Resources Department. I believe in knowing your neighbors and contributing to your community, but have never before run for elected office. In this rapidly changing landscape of education and employment, I think the most important skills I can hope to impart on my daughter are critical thinking, good citizenship, and a love of learning.

I work in the technology field. So does my wife. We talk regularly about the role technology such as screens, social media, and AI should have in our daughters life, and in particular in her early childhood education. While we both use generative AI products in both our jobs and daily lives (note: this application was written only by me!), we believe access to technology for our daughter should be age-appropriate, and any educational use should be purpose-driven and evidence-based.

I am a business analyst and project manager for a vended software system in the Office of Research Integrity and Compliance at NC State University. My job is to help translate system requirements between developers and users of the system, asking the right questions to bring forth any areas of need. Or to put it another way, I take often complex workflows and technical documents and help explain them in plain language so that all stakeholders have a common starting point to build upon. I want to use these analysis and communication skills to assist the board and our school district navigate the many complex issues that we face. In my former employment with Duke Health Technology Solutions, I read through thousands of often dense contracts, research protocols, informed consent forms, and technical documents, so I am confident I can handle the duties of the position.

I am Chinese American. I don't believe this to be a qualification to represent any particular group, or that I am predisposed to a position on any issue. But I do notice that in a district where between ten and fifteen

percent of students identify as Asian/Pacific Islander, there is a stark absence of representation at all levels of leadership and governance. In following the conversations on the decisions around the closure of Glenwood Elementary, I got the impression that some families felt that a cultural divide existed that prevented them from being heard. If appointed, I pledge to engage with every stakeholder as I would a neighbor.

In closing, I think this board appointment can be a unique opportunity to add a member that can contribute to the diversity of perspectives; a member that can excel in the position, but might not have otherwise considered elected office. I would welcome the chance to discuss the appointment with you and can provide references upon request. Thank you for your consideration.

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Ashley Traynum

Street Address: 101 Hanford Road

City: Chapel Hill **State:** NC **Zip:** 27516

Phone Numbers: 202-246-5960 202-246-5960
Daytime Evening

Email: a.traynum@gmail.com

Current Occupation: Communications Lead **Employer:** Care Share Health Alliance

Please respond to the following questions.

- 1. Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education:** Yes / No

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

- 0. Why do you want to serve on the School Board?**

North Carolina has been my home for more than a decade, and I am fortunate to call Chapel Hill home. As a parent, community member, and advocate for public education, I want to support our schools at a time when public education is facing significant challenges.

I currently serve as President of the McDougle Elementary PTA, where I have had the opportunity to work closely with families, educators, school administrators, and community members to support our students and strengthen our school community. Serving as an interim member of the Chapel Hill-Carrboro City Schools Board of Education would allow me to expand that service and contribute to the success of students, educators, and families across our district.

Professionally, I have worked in communications, public affairs, and community engagement across the public and private sectors. Throughout my career, I have helped organizations engage communities, synthesize public input, communicate complex information clearly, and ensure that voices that are sometimes overlooked are included in decision-making. I believe those skills would be particularly valuable on the Board as CHCCS works to engage families and the broader community around the opportunities and challenges facing our schools.

I also bring a strong understanding of public-sector governance and administration. I hold a Master of Public Administration from the University of Toledo and a Bachelor of Arts in Communications from Howard University.

Most importantly, I would approach this opportunity ready to listen, learn, collaborate, and make thoughtful decisions in the best interests of all CHCCS students. My experience as a parent and PTA leader gives me a firsthand understanding of our schools, while my professional and educational background has prepared me to consider issues from a broader organizational and community perspective. I would be honored to bring both perspectives to the Board of Education.



Tamara Holloway <tholloway@chccs.k12.nc.us>

For Review: Board Vacancy Documents_Ashley Traynum

1 message

Ashley N. Traynum <a.traynum@gmail.com>
To: tholloway@chccs.k12.nc.us

Sun, Sep 13, 2026 at 5:45 PM

Dear Members of the Board of Education,

Please find my resume and cover letter attached for consideration for the vacant seat on the Chapel Hill-Carrboro City Schools Board of Education.

As a CHCCS parent, PTA leader, and longtime public servant, I care deeply about the strength of our public schools and the students, educators, and families they serve. I welcome the opportunity to bring my experience in public engagement, communications, and community service to the Board and to contribute thoughtfully during this important time for our district.

Thank you for your consideration. It would be a privilege to serve the CHCCS community in this capacity.

Warmly,

Ashley Traynum

2 attachments **Ashley Traynum_Board Vacancy Cover Letter.pdf**
64K **Ashley Traynum_School Board Resume.docx.pdf**
90K

September 11, 2026

Dear Members of the Chapel Hill-Carrboro City Schools Board of Education,

RE: Board Vacancy

I have lived in North Carolina for more than a decade and I am fortunate to call Chapel Hill home. As a parent, community member, and advocate for public education, I believe strong public schools are essential to strong communities. At a time when public education is facing significant challenges, I want to do more than voice my support. I want to contribute my experience, perspective, and time to helping Chapel Hill-Carrboro City Schools navigate those challenges and continue serving students and families well.

Professional Experience

My professional background spans strategic communications, public affairs, community engagement, program management, and government administration. I hold a Master of Public Administration from the University of Toledo and a Bachelor of Arts in Communications from Howard University.

Throughout my career in public service, I have built a reputation for translating complex information into clear, actionable communications that support executive decision-making, strengthen public trust, and advance organizational priorities. In my work with the City of Asheville, I helped strengthen the City's approach to community engagement. I worked with residents and City staff to identify barriers to participation and develop more inclusive engagement strategies. That planning included incorporating translation services, selecting transit-accessible meeting locations, and providing childcare to make participation more accessible. I also helped lead the procurement of a public-engagement platform and trained more than 35 City employees to use it effectively. These efforts helped increase participation from historically underrepresented communities by 13 percent.

My work with the City of Asheville taught me that effective planning is not simply developing a strategy, it is identifying who will be affected, understanding what may prevent them from participating and establishing clear ways to engage them. I believe that the same approach is valuable as the district tackles redistricting and funding cuts.

Volunteer Experience

I currently serve as President of the McDougale Elementary PTA, where I volunteer alongside families, teachers, administrators, and community members to support our students and strengthen our school community.

In this role, I help lead the PTA's planning and decision-making which includes developing and managing our annual budget, supporting teacher and classroom needs, coordinating volunteers, and helping plan programs and events that strengthen connections among families and the

school. During my tenure as President I have also worked with school leadership to respond to needs as they arise, such as the purchase of decodable readers for kindergarteners to small purchases such as headphones for students. I view the PTA not simply as an organization that hosts events, but as a partner to our educators and families that can help address gaps, strengthen community, and improve the school experience for students.

My PTA leadership has also required balancing competing needs with finite resources. The McDougle Elementary School PTA cannot fund every request or pursue every idea, so our Board must establish priorities, listen to school leadership, consider the impact of our decisions, and be responsible stewards of the funds families entrust to us. That experience has reinforced the importance of transparency, collaboration, and thoughtful decision-making, principles I would bring to service on the Board of Education.

Why Serve

I understand that serving on the Board requires looking beyond my own experiences as a parent or PTA leader. A Board member must consider the needs of students, educators, staff, families, and communities across CHCCS and make decisions in the best interest of the district as a whole. I would approach that responsibility with an open mind, a willingness to listen and learn, and a commitment to thoughtful and transparent decision-making.

Serving as an interim member of the Board of Education would allow me to expand the service I am already providing at McDougle Elementary to our broader CHCCS community. I would be honored to bring my experience in public engagement, communications, government, and community service to the Board and to work alongside its members to help ensure every student in our district has access to a strong, supportive, and equitable public education.

Thank you for considering my application and my interest in serving the Chapel Hill-Carrboro City Schools community.

Sincerely,

Ashley Traynum

Ashley Traynum

A.traynum@gmail.com | 📞 202-246-5960

PROFESSIONAL SUMMARY

Strategic communications and public affairs professional with 21+ years of experience leading communications, stakeholder engagement, and public-sector initiatives across nonprofit, federal, state, and local government environments. Proven expertise developing integrated communications strategies, executive messaging, digital content, internal and external communications, and community engagement campaigns. Skilled at translating complex policy and program information into accessible, compelling content that builds understanding, strengthens engagement, and advances organizational priorities. Experienced partnering with executives, subject matter experts, government agencies, community organizations, and cross-sector stakeholders to communicate impact and drive action.

PROFESSIONAL EXPERIENCE

CARE SHARE HEALTH ALLIANCE | North Carolina Communications Lead | August 2026–Present

- Lead strategic communications for Care Share Health Alliance (CSHA), a statewide nonprofit advancing health equity, and the NC Public Benefits Collective, a cross-sector initiative focused on improving access to Medicaid, SNAP, and other public benefits across North Carolina.
- Develop and execute integrated communications strategies that advance organizational priorities, strengthen statewide engagement, and translate complex health policy and public benefits information into clear, accessible, and actionable content.
- Serve as a primary writer and editor for organizational communications, developing executive messaging, newsletters, email campaigns, website content, blogs, social media, presentations, one-pagers, reports, and partner-facing materials.
- Lead communications supporting the NC Public Benefits Collective, collaborating with leadership and statewide partners to share timely policy updates, resources, and opportunities for engagement while elevating partner and community perspectives.

Special Projects Manager, North Carolina Department of Environmental Quality (DEQ), November 2024-May 2026

- Led design and implementation of grant and recovery initiatives supporting communities impacted by Hurricane Helene.
- Partnered with multiple divisions, including the State Energy Office, Office of Continuous Improvement, and financial and legal staff, to improve business processes and program delivery.
- Worked with the State Energy Office and Office of Continuous Improvement to redesign the Weatherization Program risk assessment tool, improving consistency, transparency, and compliance.
- Facilitated discussions with local governments and internal stakeholders to identify business needs, assess readiness, and develop funding and implementation strategies.
- Analyzed programmatic, operational, and fiscal data to inform leadership decisions and recommend process improvements.
- Developed presentations, reports, and briefing materials for executive leadership and partner organizations.
- Provided technical assistance to communities and partner agencies navigating complex funding and compliance requirements.

Public Affairs and Outreach Manager, Leidos, March 2022 – December 2024

- Developed strategic communications and change management campaigns for federal programs.
- Created communications to support adoption of a new HR system, helping staff understand system changes and benefits.
- Produced blogs, podcasts, newsletters, and executive materials to explain complex initiatives.
- Facilitated stakeholder engagement at conferences and national meetings.
- Analyzed engagement metrics to assess effectiveness and guide improvements.

City of Asheville, Communication and Public Engagement Specialist September 2016 – March 2022

- Led citywide communications and engagement strategies across Community & Economic Development, Planning, Sustainability, and Capital Projects.
- Designed and implemented public engagement strategies that improved participation and informed policy decisions.
- Trained more than 30 staff members and department directors on community engagement, facilitation, and communications best practices.

- Collected and analyzed engagement metrics and public feedback to improve outreach strategies.
- Managed implementation of engagement tools and platforms to support resident input and internal collaboration.
- Prepared executive reports, presentations, and recommendations for leadership.

Interim Neighborhood Coordinator, City of Asheville, March 2017 – September 2017

- Led neighborhood-based initiatives to improve resident engagement and service delivery.
- Facilitated meetings between residents and City departments to identify issues and develop solutions.
- Managed procurement and rollout of public engagement software; trained 35+ staff members.
- Increased participation from historically underrepresented communities by 13% through inclusive outreach strategies.

Grants Manager, City of Asheville, November 2016 – March 2017

- Administered \$6.9M in Federal Transit Administration (FTA) and NCDOT grants, including DBE program oversight.
- Managed contracts, compliance, and reporting for MTIP/STIP programs.
- Led reconciliation of financial invoices and program data for eight subrecipients.
- Ensured compliance with federal regulations, contracts, and annual work plans.
- Project-managed cross-departmental teams to support long-term transportation initiatives.

Grants Manager, Rochester Housing Authority, January 2016 – October 2016

- Managed federally funded housing and community service programs.
- Developed systems to track budgets, deliverables, and performance outcomes.
- Monitored programmatic and fiscal data to assess organizational capacity and effectiveness.
- Coordinated with housing staff, service providers, and community stakeholders.

Grants Program Manager, Government of the District of Columbia, October 2012 – December 2014

- Managed a \$2.8 million competitive grants program supporting community-based organizations.
 - Developed online application and review processes using ZoomGrants.
 - Led development of a federally required State Plan.
 - Oversaw program implementation, performance monitoring, and compliance.
 - Coordinated with executive leadership, government agencies, and nonprofit partners.
 - Served as Public Information Officer and led outreach regarding grant opportunities.
 - Supervised a small team of five staff supporting program administration.
-

EDUCATION

Master of Public Administration (MPA)

University of Toledo

Bachelor of Arts in Communication

Howard University

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Rick Minor

Street Address: 404 Silver Creek Trail

City: Chapel Hill **State:** NC **Zip:** 27514

Phone Numbers: 919 475 7129 919 475 7129
Daytime Evening

Email: minorrusa@gmail.com

Current Occupation: Attorney-at-Law **Employer:** Self

Please respond to the following questions.

- 1. Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education:** Yes / No

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

- 0. Why do you want to serve on the School Board?**

As a member of the CHCCS Board of Education, I would be interested in helping to maintain board governance per the internationally recognized Robert's Rules of Order and the Board of Education bylaws, encourage inclusiveness in all matters, support and contribute to data-based decision-making where possible, and use clear, transparent and reasonable standards in carrying out Board responsibilities.

I have a diversity of educational-relevant experience from the private sector, US, state and foreign government, and nonprofits which I believe would bring complementary skills to the CHCCS Board. I have diverse leadership experience and am good at getting things done in formal and informal team structures in the interests of our constituencies, in this case the Chapel Hill-Carrboro School District community, and would expect to get up to speed quickly in this position. The experience and credentials are all conveniently listed in my CV and in a greater narrative document sent to Tamara Holloway per email. I would very much enjoy speaking with you regarding the opportunities in this position.

Rick Minor - Statement of Interest
Chapel Hill School District Board of Education
Open position for remainder of 2026-27 term
September 12, 2026

My Interest. As a member of the CHCCS Board of Education, I would be interested in helping to maintain board governance per the internationally recognized Robert's Rules of Order and the Board of Education bylaws, encourage inclusiveness in all matters, support and contribute to data-based decision-making where possible, and use clear, transparent and reasonable standards in carrying out Board responsibilities.

I have a diversity of educational-relevant experience from the private sector, US, state and foreign government, and nonprofits which I believe would bring complementary skills to the CHCCS Board. I have diverse leadership experience and am good at getting things done in formal and informal team structures in the interests of our constituencies, in this case the Chapel Hill-Carrboro School District community, and would expect to get up to speed quickly in this position. I would very much enjoy speaking with you regarding the opportunities in this position.

My relevant experiences and skills. I have been a resident of Chapel Hill and a member of the Chapel Hill public school community for thirteen years (3 sons - Ephesus, Glenwood (dual language program), Guy Phillips, East Chapel Hill High (1 current student, 2 East graduates - Classes of '20 and '22)). I am in the second year of my two-year term on the East Chapel Hill PTSA Board (First Vice President) where I focus, in particular, on financial matters, project-specific fundraising, educator needs, and academics. I am a NC lawyer and grew up in eastern NC and graduated from Duke University (Bachelors), UNC-Chapel Hill (Law) and Georgetown University in Washington DC (Masters in Tax Law). I also attended German language school in Germany and was a graduate scholar at the University of Hamburg, Germany, in economics.

I am active in both Duke and UNC alumni communities and active and well-connected in other ways in the Chapel Hill community. I worked in the state government in Raleigh in the Commerce Department in the McCrory and Cooper administrations and have informally advised the Stein administration recently on German government relations.

I have organized and participated in self-created educational programming for students and educators in cooperation with the UNC law school, the UNC transatlantic master's program (TAM), the UNC World View (UNC group dedicated to training NC high school and community college level educators), and East Chapel Hill High (in progress), among other institutions. In 2024 I organized and led a delegation of German politicians, journalists and businessmen to RTP, Duke University, and the state legislature. In 2017 I was appointed to (and still serve on) the advisory board of the NC Coalition on Global Competitiveness, a state created non-profit, co-chaired by NC Secretary of State Elaine Marshall and Commissioner of Agriculture Steve Troxler. The Coalition's mission is to connect leaders from business, government and education for collaboration and sharing

best practices for the benefit of educators and students across the state. I have significant (+20 years) board member experience (including the chair position) on public companies, nonprofits, trade and bar associations and for the DC Tax Attache Group I founded in 2022 to promote multi-lateral relations at government level.

I grew up in Rocky Mount, NC. My Mom was an educator and Dad a local businessman in one of many family-owned businesses in town which were the backbone of the local economy back in the day. I am particularly mindful of educator needs and their ambitions for their students. Both parents were education leaders in a very civil and generous Nash County community much like Chapel Hill. Their example inspires me every day.

RICHARD MINOR, JD, LL.M.

Chapel Hill, NC USA

<https://www.linkedin.com/in/rick-minor/minorrusa@gmail.com>

PROFESSIONAL EXPERIENCE

Advisor at Large, Tax Policy, FDI, Government Relations, Education, 2026 – present

- Project based work for DACH companies invested and considering investing in North Carolina.
- International tax policy focusing on ongoing OECD projects, in particular the taxation of the digital economy, and the deliberations of the United Nations tax groups.
- Government relations at international, national, subnational level for US companies and foreign direct investors.
- Managing the work and networks for formal leadership responsibilities in the American Bar Association, the transatlantic Atlantik-Brücke group, DC Tax Attaché Group, and other local bar and educational organizations.
- Foreign jurisdiction trouble shooting for US companies at government levels.

United States Council for International Business, Washington, DC

Senior Vice President and International Tax Counsel, 2020 – 2025

- Responsible international tax policy advocate for multi-sector US business association that is the unique US affiliate to BIAC (formal business advisory group to the Organization for Economic Development and Cooperation or OECD) and the International Chamber of Commerce (United Nations business observer for all formal international tax deliberations at the UN).
- Testified in US Congress before House Committee on Ways and Means, taxation subcommittee, as a US expert on the OECD Pillar One tax project.
- Formulate and advocate USCIB tax policy positions before US and foreign governments, Congress, the OECD, the European Commission, the United Nations tax committee for the Framework Convention on International Cooperation on Taxation, and the international tax press.
- Managed a tax committee of 560 members and a tax advisory board consisting of senior tax executives from Amazon, Google, Microsoft, Apple, Disney, General Mills, Procter & Gamble, Pepsi, Johnson & Johnson, and Caterpillar.

Womble Bond Dickinson, Law Firm, Raleigh, NC

Senior Counsel, 2018-2020

- Advised public and private US and foreign companies on setting up efficient international business models, tax-efficient cross-border structuring, tax treaty planning and foreign tax risk management.

State Government of North Carolina, Raleigh, NC

Director, International Cooperation and Business Investment, North Carolina Department of Commerce, 2015 – 2018

- Started at the state business investment agency, the Economic Development Partnership, Head of International Business Recruitment under McCrory administration.
- Developed business and fiscal strategies to recruit US tech companies, Amazon HQ2, and foreign (mostly European) direct investment of all investment sizes and sectors to the state.

University of North Carolina, School of Law, Chapel Hill, NC

Visiting Author, EU VAT, 2013-2014

ArcelorMittal SA, Large European Public Company, Luxembourg

Head of Taxes, Europe, Middle East, Africa, 2012-2013

- Top EMEA tax executive responsible for corporate tax and VAT planning, transfer pricing planning and compliance, and high value tax controversy in the global HQ of the world's largest steel company

Government of Luxembourg, Luxembourg

Fiscal Policy Advisor, 2010-2012

- Appointed by then Prime Minister Jean Claude Juncker (European Commission President, 2015 – 2019) to advise the Finance Ministry on tax policy, VAT and European data privacy law to grow the Luxembourg digital investment base (mostly US multinationals).

AOL Europe SARL, Large US Public Company, European Division, Luxembourg

Vice President, Group Tax Counsel Europe and EU Government Affairs, 2000 – 2010

- Successfully defended the AOL Luxembourg operating company on a +800 million Euro digital establishment audit in France, a multi-jurisdictional (6 country audit teams) audit of the CompuServe Europe (Swiss-based) digital platform, and various transfer pricing audits.
- Served as General Manager of the Luxembourg digital supply platform business and Chairman of the Board of the operating company, AOL Europe Services Sarl (2002 – 2010).
- Joined the company when it was still a US-German Joint Venture between AOL Inc. and media company Bertelsmann AG

Honeywell Europe, Large US Public Company, European Division, Brussels, Belgium, Director, Tax, Europe, Middle East, Africa, 1998 to 2000.

- Most senior Honeywell group tax executive responsible for the EMEA region and based in group European HQ.

Jones Day Reavis & Pogue, Global Law Firm, London, International Tax Associate, 1996 to 1998.

Baker & McKenzie, Global Law Firm, Washington, DC International Tax Associate, 1994 to 1996.

Raedler Raupach Bezenberger (now part of Linklaters global law firm network), Large German Law Firm, Munich, Germany, US Tax Associate, 1991 to 1994.

Cole Corette & Abrutyn, Law Firm, Washington, DC, International Tax Associate, Washington, DC, 1988 to 1991.

EDUCATION

Georgetown University Law Center, LL.M. (tax law), Washington, DC, 1994, with distinction.

University of North Carolina School of Law, Juris Doctor, Chapel Hill, NC, 1988; Editor, NC J Int'l L & Comm Reg.

University of Hamburg, DAAD Post-Graduate Scholar (tax policy), Germany, 1984-1985

Duke University, Bachelor of Arts (economics), Durham, NC, 1984, cum laude.

PROFESSIONAL ACTIVITIES AND LEADERSHIP ROLES

Chair, In-House Tax Counsel Committee of the Tax Section of the American Bar Association.

Appointed Chair of the ABA Tax Section Committee for In-house Tax Counsel. Set committee priorities, develop programming, and grow the committee as a practice resource for ABA members serving, or interested in serving, as in-house tax counsel for corporates and non-profits alike.

Board Member-elect, Orange County Bar Association. Active member currently and chosen to serve on the Bar Association Board for the 2027 term.

First Vice President, East Chapel Hill High School, Parent Teacher and Student Association, Chapel Hill, NC.

Founder and Chair, DC Embassy Tax Attache Group (DC TAG), DC-based group of +20 Tax Attaches assigned to foreign embassies in the US, organize monthly in-person meetings with senior experts from US multinationals, US government, IMF, World Bank, the Congressional tax-writing committees, US Treasury, Internal Revenue Service and Capitol Hill advisory firms.

Member, Atlantik-Brücke, US-German Leadership Group and Think Tank. Appointed permanent member of the prestigious US-German thought leader group. Lead organizer for the group's 2024 delegation trip to North Carolina, including speakers at Duke University, the Research Triangle Park, the Governor's Mansion, the NC press, and the state legislature.

Member, NC Coalition for Global Competitiveness. Appointed to the NC state government financed non-profit organization for promoting international education in NC public schools and raising awareness of the importance of the global economy to the state economy through educational initiatives involving NC-based businesses, universities and state and local governments.

2022 - 2025. Founder and Chair, International Tax Alliance for Business (ITAB), ITAB was set up as a formal network of the tax counsels of the dues paying member trade associations of BIAC (Business at OECD). Organized monthly virtual meetings and project-specific initiatives promoting collaboration on tax policy across the national trade associations.

2015 – 2017 Commissioner, NC Commission on the Administration of Law and Justice. Appointed by then NC Supreme Court Chief Justice Mark Martin to his once-in-a-generation, blue ribbon Commission of North Carolina lawyers to recommend proposals for justice reforms in North Carolina.

2007. Recipient, Luxembourg Government Medal for Strategic Counsel. Awarded by Prime Minister **Jean Claude Juncker** a national service medal (officer of the state, with oak cluster) for valuable business counsel to the government on growing the Luxembourg digital economy.

Author of two editions of the definitive VAT Book on Digital Downloads in the European Union. *VAT on Electronically Supplied Services to EU Consumers* (Second Edition July 2014) and dozens of articles on international tax developments and policy in leading tax journals.

BAR LICENSES AND CERTIFICATION

Qualified US lawyer licensed in North Carolina and the District of Columbia
CIPP/E data privacy certification (E for Europe, one of the first in NC to certify) (since lapsed)

LANGUAGE

Fluent in German.

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Courtney B Thomas

Street Address: 305 Lake Hogan Farm Road

City: Chapel Hill **State:** North Carolina **Zip:** 27516

Phone Numbers: 9176643506 9176643506
Daytime Evening

Email: courtneybthomas@gmail.com

Current Occupation: Lawyer **Employer:** K&L Gates LLP

Please respond to the following questions.

1. Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education: Yes / No

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

0. Why do you want to serve on the School Board?

I was raised by a single mother who instilled in me a responsibility to serve others and a deep appreciation for the transformative power of education. Those values have shaped my life and are at the heart of why I want to serve on the CHCCS Board of Education.

I have been fortunate to serve CHCCS and our community in a variety of roles, including as Chair of the Equity Advisory Council, a School Improvement Team member at Morris Grove Elementary and Chapel Hill High School, President of the Smith Middle School Booster Club, a member of the Gifted Program Advisory Council, and a Board member of Table. Board service would be a natural extension of that commitment and an opportunity to serve our district and community more broadly.

My perspective is also informed by my experience as a parent. My wife and I have three children currently attending CHCCS schools, spanning elementary, middle, and high school, giving me firsthand exposure to the distinct challenges facing students, families, and educators at each level. We have also had the privilege of serving as foster parents and of parenting an older child whose educational path took him from community college to a four-year institution. These experiences have reinforced my belief that there is no single path to success and that our schools must recognize the different circumstances, abilities, and aspirations of every student.

I recognize that this is a challenging time to join the Board. As a corporate lawyer, I routinely work through difficult issues with intelligent, passionate people who have different perspectives and legitimate competing interests. Doing that effectively requires intentional listening, an appreciation for nuance, sound judgment, and the ability to identify common ground and build consensus. It also requires a willingness to make difficult decisions when consensus is not possible.

I would bring those skills to the Board without a predetermined agenda. I would listen before reaching conclusions, ask difficult questions when necessary, and approach decisions thoughtfully and independently. I would bring transparency and candor to the role and respect disagreement without allowing it to prevent progress.

I want to serve because I believe deeply in public education and in this community. I would be honored to bring my experience as a parent, volunteer, lawyer, and community member to the Board and to work collaboratively to ensure that every CHCCS student has the opportunity and support to reach their full potential.

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Chaniya Tingley

Street Address: 332 cobblestone ct

City: Chapel Hill **State:** NC **Zip:** 27514

Phone Numbers: 9843908171 9843908171
Daytime Evening

Email: Chaniyat1@gmail.com

Current Occupation: EC teacher at the Hawbridge School **Employer:** The Hawbridge School

Please respond to the following questions.

- 1. Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education:** Yes / No

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

- 0. Why do you want to serve on the School Board?**

To put it plainly, I'd like to continue to advocate for my community and my son who benefits greatly from the special education program in CHCCS district. Different voices need to be represented and reflected on this board to reflect the diverse community the board serves.

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Tim Sookram

Street Address: 602 Churchill Dr.

City: Chapel Hill **State:** NC **Zip:** 27517

Phone Numbers: 919-410-8487 919-410-8487
Daytime Evening

Email: tsookram@gmail.com

Current Occupation: Civil rights lawyer **Employer:** Disability Rights North Carolina

Please respond to the following questions.

- 1. Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education:** Yes / No

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

- 0. Why do you want to serve on the School Board?**

I am interested in the schools running efficiently and making smart investments in our children's future. Our revenue isn't what it used to be, and we need to adjust, but we must do so without compromising our students' experiences. We need to find superfluous costs like the countless outside contracts and subscriptions we use and re-think how to do best by our students without waste. We have to do this with rigor, but also with care and compassion.

I want to provide transparency and help families understand what is happening at their schools. Parents are the most critical factor in students' success. At the moment, they are expected to take on a third job as fundraisers, organizers, and even donors so our schools keep running.

Those in our community who are not directly involved do not see all the problems our district faces. Outside of district staff, teachers, students, and families, people are unlikely to engage with our district and likely to be unaware of the challenges we face. We need them to understand where their money is going, what is lacking, and why the district's needs are important to them.

Overall, we can do better. We have become inured to costly services that we can live without. We have silently expected many in our community to take on more responsibility than they should have to. I want to be a part of the team that reassesses the way that the district works, that is agile and responsive, and that prepares our community for the best possible future for our students.

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Ryan Sauter

Street Address: 403 Weaver Mine Trail

City: Chapel Hill **State:** NC **Zip:** 27517

Phone Numbers: 9175209614 9175209614
Daytime Evening

Email: rhsauter1@gmail.com

Current Occupation: Investment Manager **Employer:** Weaver Mine Capital Management

Please respond to the following questions.

- 1. Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education:** Yes / No

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

- 0. Why do you want to serve on the School Board?**

I love Chapel Hill, I love the education my children have received thus far, and I would be humbled and honored to help ensure that this district's tradition of excellence continues. There are numerous challenges ahead and I would like to volunteer in earnest to serve the community and to offer my skills and services in the hopes that I may be able to help further the mission of the board and the district.

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Kevin Argabright

Street Address: 409 Landerwood Ln

City: Chapel Hill **State:** North Carolina **Zip:** 27517

Phone Numbers: 9788771977 9788771977
Daytime Evening

Email: kevinargabright@gmail.com

Current Occupation: Engineer **Employer:** General Dynamics

Please respond to the following questions.

- 1. Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education: Yes / No**

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

- 0. Why do you want to serve on the School Board?**

The foundational reason why I want to join the School Board is that I want to help where I can to create a better future for my daughter and every family in the community. I see both the imminent issues from the rise of technologies alongside the more traditional topics, like absentee policy, that we will have to grapple with, and feel a desire to lend what support I can. I'm a big believer in the philosophy that a rising tide lifts all ships. If I could contribute to a school system that is fair, equitable, and effective, I will be happy with my role in this community.

I believe my skillset is well suited for serving on the board. My career has me leading teams, proposing schedules, working within budgets, translating goals into actionable tasks, writing technical documentation and requirements, and identifying risks along with creating mitigation plans. My participation in local politics and organizations over the last few years has given me a great appreciation on how effective individuals can be when working together for the community.

I believe my skills to be relevant as the community faces things like budgeting constraints. My experience in risk planning and mitigation will help the School Board use its budget effectively and efficiently to support the instructional and operational needs of our schools. My experience writing, interpreting, and complying with policy will help form guidelines that work within and across existing regulations to meet identified needs. My identity within the Asian American community will help give voice to an underrepresented population. This is why I believe I would be a good complement to the other board members.

Thank you for considering my application.

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: David Sims

Street Address: 207 Glenview Place

City: Chapel Hill **State:** NC **Zip:** 27514

Phone Numbers: 5404494659 5404494659
Daytime Evening

Email: wdsims@gmail.com

Current Occupation: stay at home parent **Employer:** family

Please respond to the following questions.

- 1. Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education:** Yes / No

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

- 0. Why do you want to serve on the School Board?**

Like many in the Chapel Hill-Carborro community, I have lost faith in the direction that the Board of Education is taking. I would like to begin to restore broken trust between the Board and the community by holding the Board to their promises and instituting greater transparency.

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Maria Rosales

Street Address: 115 Cardiff Place

City: Chapel Hill **State:** NC **Zip:** 27516

Phone Numbers: 8187958507 8187958507
Daytime Evening

Email: mari.rifenbark@gmail.com

Current Occupation: Nurse **Employer:** UNC

Please respond to the following questions.

- 1. Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education: Yes / No**

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

- 0. Why do you want to serve on the School Board?**

I would like to join the board of education for several reasons. I have two school age children who attend Carrboro Elementary. I have seen the dedication and care that the entire staff at this school display on a daily basis and want to be part of the support system that enables our schools to function. I believe that schools are a sanctuary and refuge for children and that we must care not just for the students but the entire infrastructure that helps the system move forward. The only way to ensure this is the case is to have a board that represents everyone in this community.

I also believe that governing bodies benefit when there are people from different backgrounds giving input and offering ideas and solutions. I am not only a mother but an immigrant and nurse. I have experienced many different things in these two roles that I believe give me a unique perspective on different matters. I also taught high school for 4.5 years in CA so I understand how difficult it is to be an educator and support staff.

I want the board of education to be made up of people who look like the members of our community. It is important to be present where decisions are made that impact everyone in this community and to have someone who can bring in a fresh perspective to the problems we are facing with in these very difficult and trying times.

I have also sent my email to Tamara Holloway.

Thank you,

Maria (Mari) Rosales

MARIA LUISA ROSALES

115 Cardiff Place
Chapel Hill, NC 27516
mari.rifenbark@gmail.com
818-795-8507

EDUCATION

University of North Carolina at Chapel Hill (May 2013)

Bachelor's of Science, Nursing (Chapel Hill, NC)

California State University, Los Angeles (May 2005)

Master's of Science in Biology (Los Angeles, CA)

San Diego State University (May 2002)

Bachelor's of Science in Biology (San Diego, CA)

LICENSES AND CERTIFICATIONS

Registered Nurse, NC

BLS - Current

WORK EXPERIENCE

IQVIA (January 2023 - Current)

Nurse Educator, Immunology

Provided patient-focused education to assist patients to better manage their disease state and access appropriate resources associated with their prescribed medication. Helped provide educational training to patients on their disease states and medication administrations as prescribed by their healthcare providers as well as support treatment decisions made between the patient and their healthcare provider.

UNC Healthcare (November 2021 - December 2022)

Registered Nurse, Gastroenterology Clinic

Work with physicians and advance care practitioners to provide excellent care to patients presenting with various diseases of the gastrointestinal tract as well as patients with liver issues. Administered medications, vaccinations, take complete history of patients past medical issues. I assisted patients in scheduling future appointments within the clinic as well as ultrasounds and other studies.

Durham County Department of Public Health (September 2020 - October 2021)

STI/HIV Clinic Supervisor

Manage clinic staff which includes nurses, nurse practitioners, a disease intervention specialist and an HIV counselor. I was responsible for hiring nurses to the clinic by looking through the job applicant pool and identifying nurses who had the required qualification and appropriate job

experience to fit the needs of the clinic. Worked with new hires to ensure a smooth on boarding experience was provided and answered any and all questions asked by prospective hires. Help provide, arrange and ensure the treatment of clients presenting with sexually transmitted infections, or those requesting testing for STI/HIV. I was part of the super user team when Durham County transitioned to Epic while simultaneously helping as Team Lead in the vaccination clinic efforts. I have been a preceptor to new staff members and have worked diligently to ensure that all reporting is done on time and that the clinic continued to see patients while all staff were expected to be part of the vaccination efforts. I have updated policies for the clinic to ensure that we are following all state required guidelines as well as completed surveys to the state. I continue to re evaluate the clinic flow to ensure we are able to see every single person who calls for an appointment. I often fill in for the program manager when she is unable to attend meetings or participate in certain activities for the department.

UNC Health Care (December 2018 –September 2019)

Registered Nurse, Gynecological Oncology Clinic

Provided assessment and care of oncology patients. Administered chemotherapy and other biological agents used to treat various gynecological cancers. Accessed ports, placed intravenous catheters, drew labs. Provided pt education regarding potential side effects of medications and provided support to patients and their families. Assisted with vaginal exams, colposcopies and various types of biopsies.

Huntington Memorial Hospital (June 2014 – January 2018)

Registered Nurse, Emergency Department

Provided assessment and care of critically ill patients ranging from pediatric to geriatric populations. Prepared, administered and recorded a variety of different medications as well as prepared patients for procedures such as central line placement and pre operative checklists. Performed a wide variety of procedures including placement of NG tubes, foleys, IVs, procedural sedation and other nursing duties. Worked in conjunction with MDs, NPs, PA, and residents from different fields of expertise.

UNC Health Care (July 2013 –May 2014)

Registered Nurse, Emergency Department, UNC Health Care - RN Residency Participant

Provided assessment and care of critically ill patients ranging from pediatric to geriatric populations. Prepared, administered and recorded a variety of different medications as well as prepared patients for procedures such as central line placement and pre operative checklists. Perform a wide variety of procedures including placement of NG tubes, foleys, IVs, procedural sedation and other nursing duties.(Chapel Hill, NC)

Shalhevet High School (August 2007-December 2011)

Science teacher

Biology, Chemistry, AP Biology, Ecology and 8th Grade Science

Prepared curriculum, organized lessons, served as class advisor for 10th and 11th grade classes.

(Los Angeles, CA)

California Health Collaborative - Los Angeles Cancer Partnership

(July 2011-September 2011)

Health Educator

Led presentations to different organizations throughout the greater Los Angeles area regarding cancer screening education, healthy living and services available to low-income women.
(Los Angeles, CA).

New Village Charter School (September 2006- June 2007)

Science teacher

Biology and Health Sciences 10th, 11th, 12th Grade

Prepared curriculum, organized lessons, served as advisor to high risk teenage girls who were parenting or had spent time in juvenile detention. (Los Angeles, CA)

Herbalife International (February 2006 – September 2006)

Global Licensing Specialist

Worked closely with various marketing, regulatory, and scientific groups to determine product feasibility from a legal, economical and cultural standpoint. (Los Angeles, CA)

National Oceanic and Atmospheric Administration (February 2005-February 2006)

Biological Technician III

Drafted reports to the Headquarter offices of NOAA-Fisheries on scientific research conducted by the center and associated scientists. (La Jolla, CA)

LANGUAGE AND SKILLS

Spanish Proficient - Written & Oral

Electronic charting

Microsoft office

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Andrew Hinton

Street Address: 201 kousa trail

City: Chapel Hill **State:** NC **Zip:** 27516

Phone Numbers: 7574031018 7574031018
Daytime Evening

Email: drdrew84100@yahoo.com

Current Occupation: Distinguished Engineer **Employer:** CVS Health

Please respond to the following questions.

- 1. Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education:** Yes / No

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

- 0. Why do you want to serve on the School Board?**

I want to serve on the Chapel Hill-Carrboro City Schools Board of Education to improve student learning, support educators, and help every student prepare for a world increasingly shaped by artificial intelligence. My family's connection to CHCCS and my 2022-2024 service on the Morris Grove Elementary School Improvement Team make this commitment personal.

As a Distinguished Engineer and data scientist at CVS Health, with a UNC-Chapel Hill PhD in Bioinformatics and Computational Biology, I bring experience developing AI systems and evaluating their reliability. My university engagement and mentoring also give me insight into how education connects to future careers. I want CHCCS to lead in helping students use AI thoughtfully while developing the knowledge and independent judgment to question it.

AI can help students explore ideas and receive feedback, but overreliance can weaken understanding. I would support age-appropriate AI literacy, teacher training, equitable access, and protection of student information. I would ask whether a proposed tool improves learning, preserves independent reasoning, and makes effective use of educators' time and district resources.

My commitment also extends to the practical conditions that help students succeed. During the bus-driver shortage, I advocated through the Morris Grove team for higher driver wages and more efficient routing, and I was proud to see those improvements follow. I would bring that attention to evidence and everyday school needs to the board's broader responsibilities, including strong instruction, student well-being, and responsible spending. I would listen across the district and work constructively with fellow board members and the superintendent.

I am sending a supporting packet by email to the Clerk to the Board with my cover letter, fuller statement of interest, resume, proposed priorities, and patent and presentation record. Those materials provide further detail about the experience and perspective I would bring to service.

Linkedin: www.linkedin.com/in/andrew-hinton-phd-ba8a33189



Tamara Holloway <tholloway@chccs.k12.nc.us>

CHCCS Board of Education Vacancy Application — Andrew Hinton

1 message

andrew hinton <drdrew84100@yahoo.com>

Mon, Sep 14, 2026 at 9:59 AM

To: "tholloway@chccs.k12.nc.us" <tholloway@chccs.k12.nc.us>

Dear Ms. Holloway,

Please include the attached PDF packet with my application for the vacant seat on the Chapel Hill-Carrboro City Schools Board of Education.

The packet contains my cover letter, statement of interest, résumé, priorities for student learning and responsible AI, and a record of patents and selected presentations. It provides additional context about my Morris Grove School Improvement Team service, professional background, and interest in serving the district.

I would welcome the opportunity to discuss how I could contribute to the board's work. Please confirm receipt of the attachment and let me know if any additional information is needed.

Thank you for your time and consideration.

Andrew Hinton, PhD

**Andrew_Hinton_CHCCS_Application_Packet.pdf**

107K



Andrew Hinton, PhD
ahint2014@hotmail.com
www.linkedin.com/in/andrew-hinton-phd-ba8a33189

September 14, 2026

From

Andrew Hinton, PhD
Applicant

To

Members of the
Board of Education
Chapel Hill-Carrboro
City Schools

Via

Tamara Holloway
Clerk to the Board

Dear Members of the Board of Education,

Please accept my application for the vacant seat on the Chapel Hill-Carrboro City Schools Board of Education. I offer experience developing and evaluating AI systems, leading and mentoring colleagues, and contributing to school improvement. I would bring analytical discipline and a collaborative approach to the decisions before the board.

As a Distinguished Engineer and data scientist at CVS Health, I work on systems whose reliability and security matter. That work requires careful evaluation of technical claims and clear communication across disciplines. It has taught me to ask what problem a proposal solves, what evidence supports it, and how its benefits and costs will be assessed. Those habits would inform my review of district policy, programs, and spending.

My 2022-2024 service on the Morris Grove Elementary School Improvement Team gave me experience discussing practical school needs with educators and other community members. I would approach board service with a willingness to listen, prepare thoroughly, and weigh perspectives beyond my own. I would work with fellow members and the superintendent to establish clear expectations and follow through on results.

My enclosed statement explains my motivation for serving. The resume documents my professional and community experience, and the priorities statement outlines my approach to responsible AI education. A final reference page lists my patents and selected presentations. I welcome the opportunity to answer your questions and discuss the contribution I could make to CHCCS.

Sincerely,

Andrew Hinton, PhD



Andrew Hinton, PhD
ahint2014@hotmail.com
www.linkedin.com/in/andrew-hinton-phd-ba8a33189

September 14, 2026

Candidate

Andrew Hinton, PhD

Application

Board of Education
Chapel Hill-Carrboro
City Schools

School service

Morris Grove
Elementary School
School Improvement
Team
2022-2024

Why I Want to Serve

I want to serve on the Chapel Hill-Carrboro City Schools Board of Education to help students learn, support educators, and prepare our district for artificial intelligence. Students who understand how to use AI well will have an advantage in further education and work. I want every CHCCS student to have that opportunity and the judgment to use it responsibly.

My commitment is personal. My youngest daughter is an eighth grader at Smith Middle School. My oldest graduated from East Chapel Hill High School and now attends NC State. My wife teaches at Morris Grove Elementary School. These connections give me a continuing stake in the district's success.

From 2022 to 2024, I served one term on Morris Grove's School Improvement Team. During the bus-driver shortage, I urged the committee and an attending board member to consider higher driver wages and more efficient routing. I was proud to see wages increase and routing later improve. I would bring that focus on practical problems and evidence to board service.

My work as a Distinguished Engineer and data scientist at CVS Health and my UNC-Chapel Hill PhD in Bioinformatics and Computational Biology ground my judgment in evidence. I also serve on the industry working group for UNC's School of Data and Information Sciences, sharing insight on data science trends and hiring. Mentoring colleagues at different career stages keeps me focused on how people learn and develop judgment.

I want CHCCS to lead in responsible AI education. AI can help students explore ideas and receive feedback, but overreliance can allow them to finish work without understanding it. Students should question outputs, check sources, explain their reasoning, and know when to work independently. Building on the district's digital learning work, I would support age-appropriate AI literacy, teacher input and training, privacy protections, and equitable access. I would evaluate tools by their contribution to learning, cost, and effect on teachers' workload.

I would bring this expertise to the board's broader responsibilities for student well-being, instructional quality, equitable opportunity, and responsible stewardship. I would listen across our community and work constructively with fellow members and the superintendent. My goal is to help CHCCS develop capable, independent learners who can navigate a changing world with confidence.



Andrew Hinton, PhD
ahint2014@hotmail.com
www.linkedin.com/in/andrew-hinton-phd-ba8a33189

Andrew Hinton, PhD

Education

PhD
Bioinformatics and
Computational Biology
UNC-Chapel Hill
2022

Graduate study
Modeling and
Simulation Engineering
Old Dominion University

Bachelor of Science
Applied Mathematics
Old Dominion University

Expertise

AI and data science
Statistical evaluation
Technology oversight
Process improvement
Team mentorship

Resume for Board Service

Distinguished Engineer and data scientist with experience in school improvement, university engagement, research, and team leadership. Applies evidence-based judgment to technology and helps students and colleagues prepare for evolving careers.

School and University Service

School Improvement Team Member | Morris Grove Elementary School
2022-2024 | One term

Advocated for data-driven improvement. During the bus-driver shortage, urged the committee and an attending board member to consider higher driver wages and more efficient routing. Subsequently saw wage increases and routing improvements.

Industry Working Group Member | UNC-Chapel Hill

School of Data and Information Sciences | Current

Provides industry perspectives on data science trends and hiring patterns to inform discussion of education and career preparation.

Professional Experience

CVS Health | January 2022-present

Distinguished Engineer | April 2026-present

Principal Data Scientist | June 2022-April 2026

Lead Data Scientist | January-June 2022

Leads AI strategy, develops systems for cybersecurity investigation and triage, and leads the department's Security AI Committee. Designs controls and evaluations for reliable AI. Served in CVS Health university relations. Mentors junior colleagues through internships, leadership development, stretch assignments, and software engineer development programs.

University of North Carolina at Chapel Hill

PhD Candidate and HHMI Gilliam Fellow | August 2017-May 2022

Developed machine-learning and statistical methods for biological data, collaborating with experimental scientists. Co-developed SelEnergyPerm, a published method with reproducible software for detecting meaningful associations in complex data.

Vanguard / Randstad

Data Scientist Intern | July-August 2019

Built predictive models using population survey data and applied natural language processing to support a financial services chatbot.



Andrew Hinton, PhD
ahint2014@hotmail.com
www.linkedin.com/in/andrew-hinton-phd-ba8a33189

Andrew Hinton, PhD

Patent portfolio

3 issued U.S. patents

1 approved application
awaiting issuance

1 provisional
patent application

Full citations

See the accompanying
Patents and Selected
Presentations page.

Recognition

HHMI Gilliam
Fellowship
for Advanced Study
2019

UNC NIGMS T32
Bioinformatics and
Computational Biology
training appointment
2018

Professional Background and Contributions

Patient Advocate Foundation

Data and Reporting Manager | January-August 2017

Managed and mentored analysts responsible for program reporting.

Supported leadership with analysis for grants, operations, and healthcare
access initiatives.

Newport News Shipbuilding

A Division of Huntington Ingalls Industries

March 2004-January 2017

Simulation Engineer | June 2015-January 2017

Led manufacturing simulation and predictive-modeling projects to improve
operations.

Planning and Quality Analyst | August 2011-June 2015

Developed predictive models and analyzed manufacturing data to improve
production processes.

Production Supervisor | March 2010-August 2011

Supervised skilled trades personnel, identified training needs, and improved
work methods and cost performance.

Structural Designer | July 2008-August 2010

Prepared technical designs with engineering and manufacturing teams.

Marine Design Apprentice | March 2004-July 2008

Completed the advanced apprenticeship six months early, earning all merit
awards.

Selected Research

Hinton, A. L., and Mucha, P. J. (2022). A simultaneous feature selection and
compositional association test for detecting sparse associations in high-
dimensional metagenomic data. *Frontiers in Microbiology*, 13, 837396. DOI:
10.3389/fmicb.2022.837396.

Speaking and Career Development

Data + AI Summit: Co-presenter on botnet detection and mitigation (2025),
and agentic AI for phishing triage (2026). Full titles appear in the
accompanying presentation record.

Duke University: Spoke to students in the Initiative for Maximizing Student
Development (IMSD) about becoming a scientist.

St. Jude: Upcoming panelist on industry careers.

September 14, 2026

Candidate

Andrew Hinton, PhD

Supporting statement

Board of Education
Chapel Hill-Carrboro
City Schools

Focus

Student learning
Teacher support
Responsible AI
Public accountability

Priorities for Student Learning and Responsible AI

I would bring the following priorities to discussion with fellow board members, the superintendent, educators, students, and families. They build on CHCCS's existing digital learning work and reflect my belief that technology decisions should begin with a clear educational purpose.

Protect independent learning

AI literacy should include checking claims, recognizing bias, protecting personal information, and explaining when and how a tool was used. Younger students need strong foundations in reading, writing, mathematics, and human interaction. Older students can learn to evaluate AI assistance while demonstrating their own reasoning and subject knowledge. The ability to complete a task independently should remain a central measure of learning.

Support teachers and equitable access

Educators should help define appropriate uses and receive time and practical training to evaluate them. Students should not need a paid subscription or expert help at home to access essential learning opportunities. I would ask how proposed tools serve multilingual learners and students with disabilities, and whether they reduce or widen differences in opportunity.

Evaluate benefits and costs

Before expanding a tool, I would ask staff to identify the learning problem, explain the evidence, and propose a manageable evaluation. Results should consider student understanding, performance without AI assistance, teacher workload, accessibility, privacy, and total cost. Where practical, compare outcomes with existing instruction. Continue, revise, or discontinue a use based on what the district learns.

Set clear expectations and listen

Families and staff need understandable guidance about approved uses, data handling, academic integrity, and where to raise concerns. My first step would be to review current policies and implementation with district leaders and listen to classroom experience. I would work through the board's policy, budget, and oversight responsibilities to support clear expectations and public reporting, while leaving instructional implementation to the superintendent and educators.

These priorities would sit alongside the board's continuing work on safe schools, strong instruction, responsible spending, and decisions that serve students throughout the district.



Andrew Hinton, PhD
ahint2014@hotmail.com
www.linkedin.com/in/andrew-hinton-phd-ba8a33189

Andrew Hinton, PhD

Supporting record

Invention and
professional speaking

Issued patents

Co-inventor
Assignee Aetna Inc.

Application status

Approved application
awaiting issuance

Provisional application
filed

Conference roles

Co-presenter
Data + AI Summit
2025 and 2026

Patents and Selected Presentations

Issued United States Patents

US 12,368,582 B2

Systems and methods for generating and using biometric secret keys

Issued July 22, 2025

US 12,542,762 B2

Systems and methods for consolidating network traffic rules

Issued February 3, 2026

US 12,609,912 B2

Systems and methods for identifying confidence measures of network rules

Issued April 21, 2026

Approved Application Awaiting Issuance

Systems and methods for generating and applying traffic rules to machines
based on traffic direction and/or confidence measures

Published application US 2025/0168118 A1

Application US 18/612,674

Provisional Patent Application

Systems and methods for using triage agentic agents and knowledge graphs
to block malicious communications

Selected Conference Presentations

Data + AI Summit 2026 | Co-presenter

Automating Phishing Triage With Agentic AI and Knowledge Graph Memory
on Databricks

Data + AI Summit 2025 | Co-presenter

Real-Time Botnet Defense at CVS: AI-Driven Detection and Mitigation on
Databricks

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Meghan Carmody

Street Address: 116 Jones Creek Place

City: Chapel Hill **State:** NC **Zip:** 27516

Phone Numbers: 919-619-4631 919-619-4631
Daytime Evening

Email: megcarmod@gmail.com

Current Occupation: None **Employer:** None

Please respond to the following questions.

1. **Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education:** Yes / No

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

0. **Why do you want to serve on the School Board?**

As a mother of three children (two in elementary school), I would love to be of service to the community and to our schools by helping to shape the future of our public schools. Like many of the current Board members, I am a licensed attorney who practiced for many years before recently deciding to stay at home with my children. I believe that I will be able to bring useful legal knowledge to the table, and that I will be able to fully understand the legal implications of many of the issues affecting our schools. In addition, because I am not currently working outside the home, I have a very flexible schedule and an abundance of time to devote to serving on the Board. I also have experience with other public school systems, having being raised in the public schools of Long Island, New York, and having just recently relocated from Fairfax County, Virginia (where my children attended school). I believe this will be an asset, as I have seen the problems encountered by various school systems addressed in many different ways; some successful, others not as successful. Finally, my own personal experience drives me to serve on this Board, as I know how impactful these decisions can personally be to so many families. I was raised with a younger brother who is paralyzed from the waist down and uses a wheelchair, and who attended public schools with me as a mainstream student. This required a lot of adaptation and for resources to be used creatively, particularly as this happened before the passage of the Americans with Disabilities Act. My own children have a multitude of life-threatening food allergies, which require 504 plans to accommodate them. My youngest sister (16 years my junior) was in the inaugural year of the Chinese dual language program here in Chapel Hill, and I was able to experience the ups and downs of that program firsthand from first grade through high school graduation. I would love to be able to bring my experience as a mother and a former public school student, and my passion for ensuring that every child receives a quality, meaningful public education to this Board.

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Joseph Patrick Horrigan, MD

Street Address: 120 Turvey Court

City: Chapel Hill **State:** NC **Zip:** 27514

Phone Numbers: 9199490873 9199490873
Daytime Evening

Email: jphorrigan5@gmail.com

Current Occupation: Physician - Medical Associate Professor, Duke Autism Clinic **Employer:** Duke University

Please respond to the following questions.

- 1. Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education:** Yes / No

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

- 0. Why do you want to serve on the School Board?**

I am a true believer in the quality of the CHCCS school system. My twice-exceptional son attended Phillips Middle School and East Chapel Hill High School and he thrived in both settings. I believe that public schools are a crucial component to a cohesive community, one that supports that multi-dimensional growth and development of our children as our future citizens and our legacy. I believe that it is important to support our children as learners and to support our teachers and administrators. We have the potential to make the CHCCS the best in the state. I dislike drama and culture wars and pre-existing agendas. I believe in good governance that is designed and executed in an efficient and unfussy manner. I am a successful physician and I can leverage the traits that underly this success to benefit the CHCCS school system. Lastly, all of my patients have autism and I am intimately acquainted with the nuances of IEPs, special education law, and neurodiverse learners.

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Joey Raines

Street Address: 731 South Merritt Mill Rd

City: Chapel Hill **State:** North Carolina **Zip:** 27516

Phone Numbers: 9199371071 9199371071
Daytime Evening

Email: jraines@chccs.k12.nc.us

Current Occupation: Instructional Assistant/Community Schools Site Director **Employer:** CHCCS

Please respond to the following questions.

- 1. Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education: Yes / No**

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

- 0. Why do you want to serve on the School Board?**

I want to serve on the CHCCS Board of Education because I am a product of this district. Twenty-five years ago I started here as a student and I can proudly say that everything I've built since — my education, my career, my roots in this community — I can attribute back to the skills, lessons and values this district had a hand in influencing. I've since made a career paying that forward to this community, as a civic leader, nonprofit founder, and current district employee working directly with students daily. Since beginning my career with the district, I have worked with multiple stakeholders on various levels of interactions while upholding the core values of the district among our stakeholders. Outside of my daily classroom roles, I have been involved in multiple student-facing programs and initiatives impacting over 400 families in our community.

With my professional and volunteer background, I would provide strategic judgment that would reflect a grassroots and community-centric approach to the board. I hold an MBA in Organizational Management and have worked with nonprofit organizations, consulting clients and committees, translating to fiscal oversight, policy-setting, and accountability to impactfully contribute to the already diverse and knowledgeable skillset of the current school board members. As the district works through redistricting, program development and oversight and a rapidly changing world it would be an honor to bring the same insights I've applied in my roles to how the board evaluates trade-offs and communicates them to affected families.

As I understand the appointment requires resigning my current CHCCS-affiliated positions, I would be a privilege to serve this district in this capacity and I'm prepared to make that transition upon appointment.

ARTHUR J. RAINES II, MBA

Chapel Hill, NC · (919) 937-1071 · arthurjoeraines@gmail.com

PROFESSIONAL SUMMARY

Mission-driven executive with 10+ years leading across nonprofits, school districts, civic institutions, and community organizations. Proven track record founding and scaling organizations, designing programs, building cross-sector partnerships, and driving fundraising and operational strategy — simultaneously functioning as founder, COO, chief of staff, and strategic advisor. Specialized in nonprofit leadership, youth development, community development, and organizational design.

CORE COMPETENCIES

Nonprofit Executive Leadership · Organizational Development · Program Design & Evaluation · Fundraising & Grant Writing · Cross-Sector Partnerships · Board Governance · Youth & Education Systems · Strategic Planning · Community Engagement · Financial Oversight

PROFESSIONAL EXPERIENCE

Founder & Executive Director*Aug 2025 – Present*

BRIDGE: The Uplift Project · Chapel Hill, NC

- Founded a community development nonprofit addressing access gaps across youth development, housing stability, HUB development, and cross-sector partnerships
- Designed the BRIDGE systems-based framework; coordinating across schools, nonprofits, civic institutions, and community leaders to reduce fragmentation
- Lead organizational vision, strategy, fundraising, and partnership development toward independent 501(c)(3) status
- Developed pilot initiatives, implementation timelines, and evaluation frameworks to support long-term sustainability

Cofounder & President*Mar 2024 – Present*

Chapel Hill Ravens Athletics, Inc. (501(c)(3)) · Chapel Hill, NC

- Co-founded a youth athletics nonprofit serving 135 families; 81–82% of participants receive scholarships or financial assistance under an economics-of-inclusion model
- Reframed youth sports from a pay-for-play model to a community necessity, securing town support and public-private partnership proposals
- Oversee governance, budgeting, fundraising, compliance, sponsorships, and stakeholder engagement

Instructional Assistant & Program Coordinator*Oct 2019 – Present*

Chapel Hill-Carrboro City Schools · Chapel Hill, NC

- Designed and launched LevelUp, an independent youth enrichment and mentorship initiative; subsequently adopted district-wide through BRMA
- Coordinated extracurricular programming, mentorship, and family engagement across multiple schools
- Served on the district PTA and equity team; acted as liaison between students, families, schools, and community partners

Owner & Project Manager*Mar 2023 – Dec 2025*

Raines Realty LLC · Chapel Hill, NC

- Acquired, renovated, and managed residential properties with focus on long-term value creation and housing stability
- Managed project budgets, contractor negotiations, timelines, and compliance; conducted financial modeling and market analysis

BOARD, CIVIC & COMMUNITY LEADERSHIP

Scouting America — Scoutreach Program — *Program Director* Aug 2025 – Present

Faith in the Word Christian Ministries — *Grant Writer / Development Officer* Sep 2025 – Present

YMCA of the Triangle — Chapel Hill Y — *Vision Committee Member* Jan 2026 – Present

Sons of the American Legion — Post 6 — *Executive Board Member & Historian* Oct 2025 – Present

Blue Ribbon Mentor Advocate — *Program Director & Board Member* Feb 2024 – Present

E3 Camp — *Treasurer* May 2024 – Present

EDUCATION

MBA, Organizational Management Dec 2022

Eastern University · St. Davids, PA

B.S., Exercise Science Dec 2018

Methodist University · Fayetteville, NC

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Mark Coupland

Street Address: 312 Glendale Dr

City: Chapel Hill **State:** NC **Zip:** 27514

Phone Numbers: 2138413212 2138413212
Daytime Evening

Email: mark.j.coupland@gmail.com

Current Occupation: Finance & Property Management **Employer:** Self Employed

Please respond to the following questions.

1. Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education: Yes / No

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

0. Why do you want to serve on the School Board?

I have 1 child in elementary school and 1 in middle school in the district. Our family moved to Chapel Hill in large part because of the public schools and are so grateful for the positive impact and influence that these schools have been for our children.

I want to serve on the Board of Education because I want to invest in helping CHCCS meaningfully impact our future generations, just as our children are benefiting so much. My hope would be that CHCCS can not only be the place where any child from any background can receive a stellar education, but that Chapel Hill serves as a model for other districts in our state and beyond.

Experience: With a varied and successful background in finance & capital markets, technology, business development and a very involved tenure on a preschool board of directors in Chapel Hill, I strongly feel like I could offer a very helpful perspective and helping-hand on the Board of Education.

Commitment: I've been to a number of board meetings and seen all you are working on, and have spoken to a number of community members who want the School Board to be very involved in schools and the community. I submit this application knowing that it would require a significant investment of time and energy (as much as a full time role), which our family is prepared for.

Traits & Skills: In addition to my career accomplishments and resume, some of my key strengths include fairness and empathy, which has not only aided me in my career in terms of helping understand and address others' perspectives, but also in advocating for others that may not have as loud of a voice. I think you'll find that I have a valuable blend of being able to be analytical and data driven, but also someone who is good at listening and helping to solve problems and catalyze an organization.

Recent Skills Example: When joining the board of directors at a Spanish immersion preschool in Chapel Hill, what we paid teachers was well below a living wage. Yet, our budget couldn't afford anything more. As treasurer, I led the charge of delving deeper into facets of the budget, exploring various revenue opportunities, involving parents in the cause, and a long road of consensus building among the board to increase teacher pay by ~50% in just a couple years (becoming Orange County Living Wage certified), while also generating a budget surplus.

Community Support: We are pretty involved in the Chapel Hill community, and my application to the School Board wasn't just an idea I had on my own. Others have encouraged me to apply knowing that I could meaningfully listen and contribute. If it helps you feel more confident in your decisions, I am happy to have individuals and organizations within Chapel Hill provide references.

LinkedIn Profile: <https://www.linkedin.com/in/mark-coupland-b027a311/>

Affiliations: Because our family is vested in the community and CHCCS, I know families with children at every public school in Chapel Hill. But, our children are not at Rashkis, Scroggs or Glenwood, which could prove helpful during the current Dual Language and World Language discussions. I was asked to join as VP of the Culbreth PTSA but they are aware that I would likely need to resign if I join the School Board. Today's School Board is quite varied in background, and I can add yet another unique and valuable perspective and would love the opportunity to jump in and invest in our district with each of you. I have helped numerous organizations from the top down in maximizing their potential and operating effectively, and hope to have the opportunity to contribute to CHCCS. Thank you for your consideration.

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Cassie Rice

Street Address: 1019 Highland Woods Road

City: Chapel Hill **State:** North Carolina **Zip:** 27517

Phone Numbers: 919-604-1027 919-604-1027
Daytime Evening

Email: cassiecrice@gmail.com

Current Occupation: COO **Employer:** Gail Perry Group

Please respond to the following questions.

1. **Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education:** Yes / No

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

0. **Why do you want to serve on the School Board?**

As a mom of school-age kids in CHCCS, I know that every child deserves a real, equal shot at success, no matter what circumstances they were born into. That is why I want to serve on this board: to help level the playing field for every student, making sure specialized programs are resourced well enough to actually deliver on their promise, and that opportunity in this district is determined by a child's potential, not by their circumstances.

I come to this work with nearly two decades of experience in politics and community organizing, including a decade on Congressman David Price's staff, more recently as a county and state party leader, and two years chairing the board of a nonprofit preschool. That work taught me something I carry into everything I do: listen first, to as many people and perspectives as you can, and then have the courage to make the decision that is right for the whole community, not just the loudest voice in the room.

I bring that same discipline to my day job as COO of a nonprofit consultancy, where I manage the budget and financial operations myself. I know what it takes to hold a large budget accountable to the goals it is supposed to serve, and I would bring that same rigor to this board, at a moment when it matters most: as CHCCS shapes its next strategic plan and education funding is under pressure at every level of government. I am ready to bring my full self, as a mother, an organizer, and a steward of resources, to this work.

**Application Board of Education
Chapel Hill-Carrboro City Schools**

Name: Genevieve Dumorné

Street Address: 1400 Franklin St

City: CHAPEL HILL **State:** NC **Zip:** 27516

Phone Numbers: 9843491804 9843491804
Daytime Evening

Email: gdumorne@gmail.com

Current Occupation: Consultant **Employer:** Self

Please respond to the following questions.

- 1. Please confirm that you have reviewed and meet the requirements to serve on the CHCCS Board of Education:** Yes / No

I understand and meet the requirements for this position. I also understand that any responses to this application are NOT confidential. My name and the information I submit will be public record.

0. Why do you want to serve on the School Board?

Financial & Fiscal Oversight: As a CPA with an MBA, I have deep expertise in budgeting, resource allocation, and auditing brings high-level fiscal governance to district programming, ensuring educational funds are spent efficiently and transparently. I have also spent 15 years in product management at an e-commerce platform.

Direct Stakeholder Perspective: Having children actively enrolled in district elementary schools gives me immediate insight into classroom dynamics, early literacy and math screening processes, and the day-to-day impact of district policies on families.

Extracurricular & Community Support: My involvement in youth community programs provides a clear perspective on how school districts can better support holistic student development beyond the standard academic curriculum.

September 13, 2026

Dear Chapel Hill-Carrboro City School Board Members,

I am applying for this appointment because I want to help the Chapel Hill-Carrboro City School (CHCCS) district and broader community work through the policy and implementation challenges it faces and unite around a common vision for the future of our schools. My experience as a CHCCS parent combined with my 25+ years' work in public policy and systems improvement would allow me to help advance the board's work.

Our family moved into the district so our children could attend CHCCS schools. As our children progressed from kindergarten to high school, we appreciated the quality of education they received, the diversity of children and families at the schools our kids attended, and the community we found when we volunteered and participated in school events. And we valued living into our commitment to public education rooted deeply in family history and tradition on both sides. But we also experienced bumps when our own children's needs were not well served.

Professionally, I have 25+ years' experience working with state, local, and national nonprofit and government organizations on systems reform issues. My work experience includes a decade focused on improving opportunities and outcomes for K12 public school students, particularly those historically underserved in traditional public schools. I've conducted policy research and analysis, program implementation and evaluation, and strategic planning work addressing a range of K12 topics, including but not limited to improving low-performing schools, teacher effectiveness, and innovations in school design. Further, I have supported governing bodies in a professional capacity, served on governing bodies in a volunteer capacity, and worked with leaders and staff of public and private organizations serving community interests to identify and facilitate partnership opportunities.

My personal and professional background undergirds basic understanding of key issues that would inform the discussions and decision-making on the hard questions CHCCS faces. I understand how much our own schools mean to us as individuals and families. I also understand from a community perspective why we must focus on maintaining and sustaining a strong public school system and what it will take to do so.

First and foremost, we need a clear vision to meet the immediate challenges and plan for the future. CHCCS schools have a long history and tradition of excellence among NC schools. They enable the learning that humans need to grow and thrive in a community setting that ultimately helps enable a democratic society and upward economic mobility. They can be a difference maker in quality of life and life outcomes. We can easily take for granted the caliber of our schools. But public education is at risk generally, and here in CHCCS we are facing challenges that threaten to erode community trust and support for our schools.

The district's 2027 strategic plan addresses key elements of student success: climate/culture, student performance, teacher and school leader quality, operational efficiency, and family/community

engagement. But we are in the final year of its implementation and simultaneously facing significant challenges related to key policy issues and their implementation. As we decide redistricting, the future of beloved language programs, implementation of reduced reliance on screens during school hours that will impact teacher and student experience in the classroom; and operational issues (e.g., reduced district level staff, transportation, new buildings coming online), we need to remind ourselves of the vision set forth in the 2027 plan, examine the impact of current challenges on attaining the 2027 goals, and assess our progress attaining the 2027 goals so that we can make informed decisions about the vision and plan for the district's future.

We also need to continue to improve processes for including all stakeholders in decision-making and in a timely manner. The knowledge and lived experience of students, teachers and staff, and families is a community asset the district can harness to inform decision- and policy-making. Particularly given the district's current challenges, consistent ongoing facilitation of school-based and community dialogue is necessary for the board and district leaders to gather information and inputs from all stakeholders in a way that helps foster a sense of trust and partnership even if individual stakeholders don't end up with the outcomes they want.

And we need to anticipate district and school capacity to address the ripple effects on school climate/culture and operations of student reassignments so we don't risk distracting attention from instruction and learning or detracting from due diligence today and identifying and pursuing our goals in the future.

Finally, since we are in the last year of the current strategic plan, we need to anticipate the next. We are likely doubling down on and refining the 2027 objectives. But we also need to include a specific objective operationalizing the "Think (and Act) Differently" theme of the district's current strategic plan that prioritizes examining outside-the-box solutions to our challenges by asking hard questions, for example:

- Within state regulations and given political scrutiny, how can CHCCS innovate to improve student opportunities and outcomes? How can we make more than incremental progress closing the student achievement gap?
- What best and promising practices can we examine for adoption in our district to increase efficiencies related to governance, instructional delivery, and operations so that staffing cuts are not the first option when facing budget constraints? Where can we challenge ourselves on the ways things have always been done to get better ROI?
- How can we better leverage existing partners and identify and collaborate with new external partners to expand district and school capacities and resources, particularly to address out-of-school time issues that indirectly impact learning (e.g., transportation, nutrition, safe housing)? Can we collaborate with external partners to seed the next phase of education/life for under-resourced students needing a tangible objective to direct their learning efforts and purpose?
- How can CHCCS district leaders engage students, families, community, and community-based partners in a continuous process of identifying, designing, and resourcing changes in the status quo that facilitate a high-quality student experience for all students even when public funds don't provide adequate support?

The district has difficult decisions to make. But with a vision, good process for engagement and accountability, and willingness to think differently about how we use our resources and partnerships, the board has an opportunity to navigate challenges while strengthening the district for the future. Thanks to the board and district leaders for your service. It would be my privilege to contribute my experience and perspectives to that work and serve our school and broader communities alongside you.

Sincerely,

A handwritten signature in black ink, appearing to read 'Juli Kim', with a stylized, cursive script.

Juli Kim

julikum.nc@gmail.com

JULI KIM

Phone: 919.260.0266 | Email: julikim.nc@gmail.com | LinkedIn: www.linkedin.com/in/juli-kim/

PROFESSIONAL SUMMARY

Solutions-oriented, client-centered partner with more than 20 years' experience working with government agencies, nonprofits, and philanthropies to facilitate connections, convene partners and decisionmakers, and develop and refine strategic plans using tailored research, evaluation, and advising. Skills include:

- ◆ Strategic planning
- ◆ Board/commission management
- ◆ Project management
- ◆ Program evaluation
- ◆ Curriculum development
- ◆ Convening and conference planning
- ◆ Research and qualitative analysis
- ◆ Grant writing and review
- ◆ Technical and report writing

EXPERIENCE

Principal, Juli Kim Consulting, LLC (August 2021-August 2023; July 2025-present)

Provide consultation and support for nonprofit, philanthropic, and government organizations to address project needs related to research and analysis, evaluation, strategic planning, management, and writing.

NC Office of State Budget and Management, Philanthropy Liaison (June 2023-June 2025)

- ◆ Planned, developed, and implemented scores of programs, resources, and communications that promoted and facilitated understanding, engagement, and cross-sector connection between state government and philanthropies.
- ◆ Supported state agency and philanthropic collaborations to help maximize resources (e.g., expertise, relationships, capital) for greater impact and benefit to North Carolina communities.

Public Impact, Senior Consultant (October 2017-September 2021), Consultant (January 2014-October 2017)

- ◆ Led and managed project teams working with local, state, and federal education policymakers, local and national philanthropic organizations, researchers, and practitioners to conduct qualitative research, analysis, evaluation, and strategic advising on complex policy issues and initiatives focused on improving educational opportunities and outcomes for all students, particularly students of color, low-income students, and students with learning differences.
- ◆ Lead author or co-author on dozens of publications and reports for policymaker, funder, practitioner, and academic audiences.
- ◆ Served on firm-wide diversity, equity, and inclusion team focused on formulating policies and practices that promote a welcoming workplace.

North Carolina Network of Grantmakers, Program Director (September 2010-December 2013)

- ◆ Led development and implementation of initiatives and convenings designed to promote and support state and national foundation grant-making and relationship building in North Carolina.
- ◆ Supported organizational strategic planning, board management, and member services.

North Carolina Administrative Office of the Courts, Consultant (August 2006-December 2007)

Co-led a statewide evaluation of district courts' handling of civil and criminal domestic violence cases to identify challenges and best practices regarding handling of domestic violence cases in North Carolina district courts; co-authored a comprehensive report leading to creation of a statewide judicial best practices implementation program and cited in a landmark 2022 NC Supreme Court decision.

Prevent Child Abuse North Carolina, Consultant (April 2004-March 2006)

Implemented legislative, policy, and training recommendations of a statewide task force on domestic violence and child well-being resulting in the development and adoption of protocols for domestic violence responders.

North Carolina Sentencing Commission, Research and Policy Associate (January 1999-December 2001)

Supported commission and subcommittee decision making and reporting to state executive and legislative bodies on adult correctional/sentencing and juvenile justice policy issues.

JULI KIM

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EARLY EXPERIENCE

Governor's Commission on Juvenile Crime and Justice, Assistant to Director

Supported commission and advisory subcommittees to develop recommendations for a comprehensive revision of North Carolina's statutory code governing juvenile delinquency and dependency.

Charlotte Country Day School, Teacher

Instructed middle school social studies.

Children's Law Center, Staff Attorney

Represented juveniles in delinquency, undisciplined, mental health, and school disciplinary hearings in Charlotte, NC.

EDUCATION

Juris Doctor, University of North Carolina School of Law

Bachelor of Arts, Psychology, University of North Carolina

VOLUNTEER HIGHLIGHTS

Refugee Support Center (March 2017-March 2018)

Assisted a single-parent Congolese refugee family to navigate community supports and transportation needs.

Smith Middle School (August 2016-June 2018)

Served on school improvement team responsible for developing and reviewing school improvement plans.

Orange County Partnership for Young Children (March-May 2012, 2013)

Served on grants review committee.

University Presbyterian Church (September 2004-December 2022)

Children and Youth Ministries Committee (January 2008-June 2011); Vacation Church School Director (January 2007-July 2010); Session (2009-12); Capital Needs Assessment Committee (2010-12); Adult Education Committee (2011-13); Program leader/teacher (preschool and elementary grades (2004-2011); adult education (2006-2010; 2019-22)).

PUBLISHED REPORTS

For full listing of published reports, see [LinkedIn](#).

Equitable Pandemic Learning Pods? A Glimpse of an Emerging Ecosystem (co-authored with Bryan C. Hassel and Paola Gilliam, Public Impact). Arizona State University: Center on Reinventing Public Education. 2022.

Evaluation of the UNC System Laboratory Schools Initiative, November 2020 Report (co-authored with Kevin Bastian, Educational Policy Initiative at Carolina, and Whitaker Brown and David Gilmore, Public Impact). Chapel Hill, NC: University of North Carolina System. 2020.

The Project L.I.F.T. Story: Early Lessons from a Public-Private Education Turnaround Initiative (co-authored with Shonaka Ellison, Public Impact). Chapel Hill, NC: Public Impact, 2015.

North Carolina District Courts' Response to Domestic Violence, Best Practices and Judicial Training (co-authored with Leslie Staroneck). Raleigh, N.C.: Administrative Office of the Courts, 2007.