

**Regular Board Meeting
In Person
January 18, 2024**

Present: Bowen, Davidson, Gaster, Kelly, Laudate, Rummel, Britt, Dossenbach, Eggers, Jones, Duffey, Ryan Regan, Justin Hughes, Measamer, Blackmon, Alverson, Jackson, Rawson, SRO-Megan Rosser, SRO-Michael Nelson, Richard Sullins-The Rant

Absent: Womack

I. The Lee County Board of Education was called to order by Chairman Eric. Davidson.

II. Closed Session

Motion: Bowen

Second: Rummel

Action: Carried Unanimously

I move that the Lee County Board of Education go into closed session under NCGS 143-318.11(a)(1), (a)(3), and (a)(6); to discuss confidential student information under NCGS 115C-402; to discuss confidential personnel information under NCGS 115C-319 and 115C-321; and 143-318.11(a)(8) for the purpose of reviewing safety components of school improvement plans, and to consult with the Board's attorney and maintain the attorney-client privilege.

Motion: Gaster

Second: Laudate

Action: Carried Unanimously I move that the Lee County Board of Education come out of closed session.

III. Moment of Silence-Chairman Davidson conducted a Moment of Silence.

IV. The Pledge of Allegiance was recited.

V. LCS Vision and Policy 2120-Code of Ethics for School Board Members

Board Member Laudate read the following Lee County Schools Vision Statement.

Lee County Schools Vision Statement

Lee County Schools, in partnership with the community, will provide challenging learning experiences for students in a safe and supportive environment. We are committed to academic excellence, technological innovations, social responsibility, and life-long learning. Our success will be demonstrated by the achievement of our students and their positive participation in society.

Board Member Bowen read a portion of Policy 2120 Code of Ethics for School Board Members.

Policy 2120-Code of Ethics for School Board Members

The board recognizes that collectively and individually, all members of the board must adhere to an accepted code of ethics in order to improve public education. Members of the Lee County Board of Education should:

- Avoid conflicts of interest and appearance of conflicts of interest as we handle the work of the board;
- Avoid the solicitation and/or acceptance of gifts in return for advice or assistance on matters concerning the operation of the business of the board
- Avoid the misuse of public funds;
- Avoid misrepresentation or falsification of facts; and
- Avoid making confidential information public.

VI. Approval of Agenda-1/18/2024

Motion: Laudate

Second: Bowen

Action: Carried Unanimously I move that the Lee County Board of Education amend the agenda to include under New Business 5. Discussion of Lee County Board of Education 2023-2024 Schedule of Events.

Motion: Laudate

Second: Bowen

Action: Carried Unanimously I move that the Lee County Board of Education approve the 1/18/2024 amended agenda.

VII. Approval of Minutes-RBM-12/12/2023

Motion: Kelly

Second: Bowen

Action: Carried Unanimously I move that the Lee County Board of Education approve the 12/12/2023 minutes.

VIII. Chairman's Report-Eric Davidson

1. Extended thanks and appreciation for the Heins Education Building grounds appearance. It looks great.

2. Highlighted Policy-2310 Public Participation at Board Meetings.

3. Provided an Evergreen Solutions Performance Audit, Staffing Study, and Salary Study report.

IX. Superintendent's Report-Dr. Chris Dossenbach

1. Provided an Evergreen Solutions Performance Audit update. Out of 97 recommendations, 54 have been completed, and 33 are in progress. Since July 1, 2023, 18 regulations have been added to the Policy Manual.
2. Recognized schools' performance during the 2022-2023 school year.

Exceeded Academic Growth Award

Deep River Elementary School
Lee Early College

Amy Lundy, Principal
Kisha Timberlake, Principal

Academic Growth Award

East Lee Middle School
JR Ingram, Jr. Elementary School
SanLee Middle School
Tramway Elementary School
WB Wicker Elementary School

Robert Newby, Principal
Melissa Brewer, Principal
Dr. Natalie Kelly, Principal
Andrea Cummings, Principal
Aimee Petrarca, Principal

Certificate of Achievement

Lee Early College

Kisha Timberlake, Principal

3. Recognized Deep River Elementary School as the Lee County Education Foundation Head of Class recipient. The ceremony was held on Thursday, January 18, 2024, 10am.
4. Recognized January as School Board Recognition Month and presented each Board member a gift of appreciation.
5. Provided a LCHS stadium update.

X. Public Comments

1. Jermaine White-Praised Tramway Elementary School.

XI. Announcements-Reports-Non-Action Items

- A. No Financial Report.
- B. No Board Attorney Report.

C. Committee Reports-Eric Davidson

1. Curriculum and Instruction Committee-Eric Davidson reported in the absence of Sherry Womack.

No meeting in December, 2023.

Next meeting-February 7, 2024, 3:30pm, Deep River Elementary School Media Center.

2. Facilities and Technology Committee-Jamey Laudate

January 4, 2014

Reviewed the 2025-2030 Lee County Schools Capital Improvement Plan.

Next meeting-January 23, 2024, 4:30pm, Assembly Room, Heins Education Building.

3. Finance Committee-Alan Rummel

No meeting in December, 2023.

Chairman Rummel reported on the monthly meeting with the Lee County Board of Commissioners leadership and the City of Sanford Council meeting. Announced the February 15, 2024-5pm-Budget Work Session and the February 19, 2024-5pm-Public Hearing/Budget Work Session, Jimmy L. Love, Sr. Board Room, Core Curricular Building, LCHS.

Next meeting-January 25, 2024, 5pm, Assembly Room, Heins Education Building.

4. Policy Committee-Chris Gaster

January 16, 2024

Reviewed Policies 1310/4002, 4720, 7100, 4110, 5210, and 7130. All of these policies will be on the February 13, 2024, BOE agenda for first reading. No action will be required.

Next meeting-February 20, 2024, 5pm, Assembly Room, Heins Education Building.

XII. Action Items

A. Approval of Consent Agenda

Motion: Bowen

Second: Rummel

Action: Carried Unanimously I move that the Lee County Board of Education approve the Consent Agenda:

1. Fundraisers
2. Contributions and Donations

B. No Unfinished Business

C. New Business

1. 2023-2024 Budget Amendment
Motion: Rummel
Second: Kelly
Action: Carried Unanimously

I move that the Lee County Board of Education approve the 2023-2024 budget amendment.

2. Board Policies-Second Reading
Motion: Gaster
Second: Laudate
Action: Carried Unanimously

I move that the Lee County Board of Education approve the second reading of the following policies:

Policy 3400-Evaluation of Student Progress and Final Exams
Policy 4040/7310-Staff-Student Relations
Policy 4240/7312-Child Abuse and Related Threats to Child Safety
Policy 4318-Use of Wireless Communication and Other Electronic Devices
Policy 4342-Student Searches
Policy 6315-Drivers
Policy 7232-Discrimination and Harassment in the Workplace
Policy 7501-Employee Attendance
Policy 7510-Leave

3. 2025-2030 Lee County Schools Capital Improvement Plan
Motion: Kelly
Second: Bowen
Action: Carried Unanimously

I move that the Lee County Board of Education approve the 2025-2030 Lee County Schools Capital Improvement Plan.

4. Personnel
Motion: Bowen
Second: Gaster
Action: Carried Unanimously

I move that the Lee County Board of Education approve the administrator four-year contract for Stacie Eggers, Assistant Superintendent of Operations; the amended teacher one-year contract; and the Human Resources report.

5. Discussion of Lee County Board of Education 2023-2024 Schedule of Events.

Motion: Laudate

Second: Bowen

Action: Carried Unanimously

I move that the Lee County Board of Education approve the new start time for the regular monthly meeting of 5:30pm beginning with Closed Session.

XIII. Adjourn

Motion: Kelly

Second: Bowen

Action: Carried Unanimously I move to adjourn.

Eric N. Davidson, Chairman

Christopher P. Dossenbach, Ed.D.
Secretary
Superintendent

Date January 18, 2024

AREA Human Resources

AGENDA ITEM(S) Personnel Information

CONTACT PERSON(S) Salvatore Cosimo, Executive Director Human Resources

Agenda Report

In accordance with General Statutes 115C-287.1(b), upon the recommendation of the superintendent the initial contract between a school administrator and a local board of education shall be for two to four years. In the case of a subsequent contract between a principal or assistant principal and a local board of education, the contract shall be for a term of four years.

Recruitment and Selection of Personnel – Policy 7100

Suggested Motion- I move that the Lee County Board of Education approve the following contract:
four year contract

ADMINISTRATOR CONTRACT

**ADMINISTRATOR RECOMMENDATION FOR FOUR YEAR CONTRACT –
May 1, 2023-June 30, 2027**

ADMINISTRATOR

Stacie Eggers

ASSIGNMENT

Assistant Superintendent of Operations

SCHOOL

Central Office

AREA Human Resources

AGENDA ITEM(S) Personnel Information

CONTACT PERSON(S) Salvatore Cosimo, Executive Director Human Resources

Agenda Report

Recruitment and Selection of Personnel – Policy 7100



Suggested Motion- I move that the Lee County Board of Education approve the following Teacher
one year contract:

SITE NAME	FIRST	MIDDLE	LAST	POSITION_DESCRIPTION
W. B. Wicker Elementary	Shannon	Leigh Marie	McGuire	K-5 Teacher

AREA Human Resources

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CONTACT PERSON(S) Salvatore Cosimo, Executive Director Human Resources

Agenda Report

Recruitment and Selection of Personnel – Policy 7100



Suggested Motion- I move that the Lee County Board of Education approve the Human Resources Report

Personnel Agenda
January 18, 2024

Action

1. Certified Personnel Hires

Caleb Leslie (0 yr. exp.)	CTE-Business & Marketing Teacher, Southern Lee High School (effective 1/17/24-5/31/24)
Gregory Wearing (16 yrs. exp.)	CTE-Business Education Teacher, Bragg Street (effective 2/7/24-5/31/24)
Carly Peace (13 yrs. exp.)	K-5 Teacher Job Share 20 hours week, Tramway Elementary School (effective 1/8/24-6/6/24)
Wendy Thomas (16 yrs. exp.)	K-5 Teacher, Greenwood Elementary School (effective 1/9/24-5/31/24)

2. Classified Personnel Hires

David Freitas	Electrician, Maintenance Department (effective 1/3/24-6/30/24)
Jesus Lopez Tovar	Office Support, W. B. Wicker Elementary School (effective 1/4/24-5/31/24)
Zkeyah McLean	Office Support/Bookkeeper, Lee County High School (effective 1/17/24-6/30/24)
Pamela Kells	Instructional Assistant/Bus Driver, J.R. Ingram Elementary School (effective 1/19/24-5/31/24)
Elissa Neal	Exceptional Children Assistant/Bus Driver, East Lee Middle School (effective 1/16/24-5/31/24)
Judith Duenes	Office Support/PowerSchool, Lee County High School (effective TBD-6/30/24)

3. Non-Renewal/Terminations

4. Substitute Child Nutrition Assistant Hires

5. Substitute Bus Drivers

6. Substitute Custodians

7. Substitute School Nurse

8. Activity Bus Driver Hires

9. Leave of Absence (Non-FMLA)

Lauren Gunter	Exceptional Children Assistant/Bus Driver, Floyd L. Knight (effective 12/5/23-4/9/24)
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AREA Human Resources

AGENDA ITEM(S) Personnel Information

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Agenda Report

FOR INFORMATION ONLY

Suggested Motion-	For Information Only

Information

1. Resignation

Allyson Sullivan	Music Teacher, Floyd L. Knight (effective 1/12/24)
Mandi Frady	Pre-K Assistant/Bus Driver, Warren Williams (effective 12/13/23)
Cynthia Julich	CTE-Health Occupations Teacher, Southern Lee High School (effective 1/3/24)
Allysha Lilley	Music Teacher, Southern Lee High School (effective 1/3/24)
Christopher Gill	English Teacher, Southern Lee High School (effective 1/12/24)
Ashley Dean	K-5 Teacher, Greenwood Elementary School (effective 1/9/24)
Elijah Blue	English As Second Language Assistant/Bus Driver, Deep River Elementary School (effective 12/18/23)
Ashley Matthews	Spanish Teacher, West Lee Middle School (effective 1/2/24)
Ashley Burch	Instructional Assistant-ISS/Bus Driver, Southern Lee High School (effective 1/5/24)
Jadin Ray	Social Studies Teacher, West Lee Middle School (effective 12/26/23)
Meghan Patterson	K-5 Teacher, Tramway Elementary School (effective 1/2/24)
Tori Helwig	Science Teacher, East Lee Middle School (effective 2/1/24)
Leola Parker	Exceptional Children Assistant/Bus Driver, Floyd L. Knight (effective 1/12/24)
Adrienne Freedle	Instructional Assistant/Bus Driver, Tramway Elementary School (effective 1/19/24)
Donna Hadding	K-5 Teacher, B. T. Bullock Elementary School (effective 2/5/24)
Amber Knight	Social Studies Teacher, Southern Lee High School (effective 2/8/24)

2. Retirement

3. Leave of Absence (FMLA/Military)

Chandler Ellis	Health/Physical Education Teacher, Lee County High School (effective 1/16/24-3/11/24)
Jenny McGee	K-5 Teacher, Broadway Elementary School (effective 12/6/23-3/13/24)
Robin Showalter	Math Teacher, Southern Lee High School (effective 12/5/23-5/31/24)
Chandler Ellis	Health/Physical Education Teacher, Lee County High School (effective 1/8/24-3/4/24)
Tracie Gibson	Child Nutrition Assistant/Bus Driver, SanLee Middle School (effective 1/3/24-4/1/24)
Krista Weldon	K-5 Teacher, Greenwood Elementary School (effective 1/8/24-3/4/24)

4. Change of Status

5. Change of Assignment

Whitney Burgess	From: Literacy Intervention Specialist, B. T. Bullock Elementary School To: K-5 Teacher, B.T. Bullock Elementary School (effective 1/3/24)
Julie Sharpe	From: Office Support/PowerSchool, Lee County High School To: Office Support, Lee County High School (effective TBD)
Annette Miranda	From: Office Support, W. B. Wicker Elementary School To: Office Support PowerSchool, W. B. Wicker Elementary School (effective 1/3/24)
Tamiko Williams	From: Instructional Assistant/Bus Driver, Lee County High School To: Exceptional Children Assistant/Bus Driver, Lee County High School (effective 8/7/23)
Darlene Adams	From: Instructional Assistant-Learning Lab/Bus Driver, Lee County High School To: Instructional Assistant/Bus Driver, Broadway Elementary School (effective 1/10/24)
Samantha Dowdy	From: Instructional Assistant/Bus Driver, Lee County High School To: Instructional Assistant-Learning Lab/Bus Driver, Lee County High School (effective 1/10/24)

6. Volunteer Coach

(Employee: Certified, Classified with Stipend)

7. Volunteer Coach with Stipend (Non-Employee)

8. Volunteer Coach (No Stipend)