

**Regular Board Meeting
In Person
December 12, 2023**

Present: Davidson, Gaster, Kelly, Laudate, Rummel, Womack, Britt,
Dossenbach, Eggers, Jones, Duffey, Ryan Regan, Measamer, Sessoms,
Rawson, McNeill, Cosimo, Blackmon, SRO-Anna Jones, SRO-Issac
Haines, Mark Rogers-The Sanford Herald; Richard Sullins-The Rant

Remote: Bowen

- I. The Lee County Board of Education was called to order by Dr. Chris Dossenbach, Superintendent.
- II. Moment of Silence-Superintendent Dossenbach conducted a Moment of Silence.
- III. The Pledge of Allegiance was recited.
- IV. Reorganization of the Board-Superintendent Dossenbach conducted the election of Chairman.

Chairman

Sherry Womack nominated Eric Davidson.

Voting for Eric Davidson as Chairman:

Bowen, Davidson, Gaster, Kelly, Laudate, Rummel, Womack (7)

Eric Davidson was elected unanimously as Chairman.

Superintendent Dossenbach passed the gavel to Eric Davidson to conclude the election of Vice-Chairman and the meeting.

Vice-Chairman

Chris Gaster nominated Sherry Womack.

Jamey Laudate nominated Patrick Kelly.

Voting for Sherry Womack as Vice-Chairman:

Davidson, Gaster, Rummel, Womack (4)

Voting for Patrick Kelly as Vice-Chairman:

Bowen, Kelly, Laudate (3)

Sherry Womack was elected by majority as Vice-Chairman.

V. No Public Comments

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

Board Member Gaster 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 Rummel 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.

VII. Approval of Agenda-12/12/2023

Motion: Womack

Second: Gaster

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

VIII. Approval of Minutes-Special/CBM-11/6/2023; RBM-11/7/2023; Special/CBM-12/4/2023; Student Transfer Appeal Hearing-12/5/2023

Motion: Kelly

Second: Laudate

Action: Carried Unanimously I move that the Lee County Board of Education approve the 11/6/2023; 11/7/2023; 12/4/2023; and 12/5/2023 minutes.

IX. Announcements-Reports-Non-Action Items

A. Chairman's Report-Eric Davidson

Chairman Davidson deferred his Chairman's Report to former Chairman Womack for a report.

B. Superintendent's Report-Dr. Chris Dossenbach

1. Announced that high school exams begin on Wednesday, December 13, 2023. Following exams, school will release early at 12:30pm.
2. Announced that 51% of the Evergreen Performance Audit recommendations have been completed.
3. Announced that as part of the Parents' Bill of Rights, school districts shall develop and make available a Parent's Guide to Student Achievement addressing requirements outlined in NCGS 115C-76.30. The Parent's Guide to Student Achievement for Lee County Schools is posted on the website and will be updated, as needed, throughout the year.
4. Announced that Christmas break begins for Tramway Elementary on December 15. They will return to school on January 8, 2024.
5. Announced that the Christmas break begins for Lee Early College and the traditional calendar on December 19. They will return to school on January 4, 2024.

C. Financial Report-Kelly Jones

- September, 2023-Financial spreadsheet
- Board Expenses

D. No Board Attorney Report.

E. Committee Reports-Sherry Womack

1. Curriculum and Instruction Committee-Eric Davidson

December 6, 2023

Received a presentation on ACCESS Testing from Angel Mills, Director of ESL/MTSS; and received a presentation on mental health resources from Dr. Trysha Mazzola, Mental Health Coordinator/Policy Advisor.

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

2. Facilities and Technology Committee-Jamey Laudate

November 28, 2023

Reviewed the 2024-2025 Microsoft Licensing bid; reviewed the Needs-Based Public-School Capital Fund Grant Applications; announced the Capital Improvements Program for Fiscal Year 2024-2025 is due to the County on January 26, 2024; and received a LCHS football stadium and Jonesboro site update from Chris McNeill.

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

3. Finance Committee-Alan Rummel

December 5, 2023

Reviewed the 2024-2025 Microsoft Licensing bid; the EC contracts over \$50,000; the banking services RFP; the 2023-2024 budget resolution; the 2024-2025 Budget Calendar; the Needs Based Public School Capital Fund Grant Applications; the referral bonus plan, the Board attorney invoice, the monthly financial report, and the monthly Board expense summary.

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

4. Policy Committee-Chris Gaster

November 20, 2023

Reviewed Policies 4318, 3400, 6315, 7501, 4040/7310, 4240/7312, 7510, 7232, and 4342. All of these policies are on the December 12, 2023, BOE agenda for first reading.

Next meeting-January 16, 2024, 5pm, Assembly Room, Heins Education Building.

X. Action Items

A. Approval of Consent Agenda

Motion: Kelly

Second: Rummel

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

1. Fundraisers
2. Contributions and Donations
3. Financial Statements
4. 2024-2025 Microsoft Licensing Bid
5. EC Contracts Over \$50,000
6. Banking Services RFP
7. 2023-2024 Budget Resolution
8. 2024-2025 Budget Calendar

B. No Unfinished Business

C. New Business

1. Needs-Based Public School Capital Fund Grant Applications

Motion: Rummel

Second: Laudate

Action: Carried Unanimously

I move that the Lee County Board of Education approve the Needs-Based Public School Capital Fund Grant Applications.

2. Referral Bonus Update

Motion: Rummel
Second: Laudate
Action: Carried

I move that the Lee County Board of Education approve the Referral Bonus Plan through June 30, 2024.

XI. Closed Session

Motion: Womack
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: Laudate
Second: Kelly
Action: Carried Unanimously

I move that the Lee County Board of Education come out of closed session.

XII. Action Items

A. New Business-Continuation

1. Administrator One Year Contracts

Motion: Gaster
Second: Kelly
Action: Carried Unanimously

I move that the Lee County Board of Education approve the one-year contract for Arlene Grady, Assistant Principal/Dean of Students-SanLee Middle School and Leslie Wilt-Cottrell, Elementary AIG Coordinator-Central Office.

2. Personnel

Motion: Laudate
Second: Kelly
Action: Carried Unanimously

I move that the Lee County Board of Education approve the Human Resources report.

XIII. Adjourn

Motion: Womack

Second: Kelly

Action: Carried Unanimously I move to adjourn.

Eric N. Davidson, Chairman

Christopher P. Dossenbach, Ed.D.
Secretary
Superintendent

Date December 12, 2023

AREA Human Resources

AGENDA ITEM(S) Personnel Information

CONTACT PERSON(S) Stacie Eggers, Assistant Superintendent 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 contracts:

one year contracts

ADMINISTRATOR CONTRACTS

**ADMINISTRATOR RECOMMENDATION FOR ONE YEAR CONTRACT –
November 27, 2023-May 31, 2024**

ADMINISTRATOR

ASSIGNMENT

SCHOOL

Arlene Grady

Assistant Principal/Dean of Students

SanLee Middle

**ADMINISTRATOR RECOMMENDATION FOR ONE YEAR CONTRACT –
December 7, 2023-June 30, 2024**

ADMINISTRATOR

ASSIGNMENT

SCHOOL

Leslie Wilt-Cottrell

Elementary AIG Coordinator

Central Office

AREA Human Resources

AGENDA ITEM(S) Personnel Information

CONTACT PERSON(S) Stacie Eggers, Assistant Superintendent 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
December 12, 2023**

Action

1. Certified Personnel Hires

Charlene Schlott (33 yrs. exp)

K-5 Teacher, B. T. Bullock Elementary School
(effective 10/30/23-TBD)

Megan Peedin (0 yr. exp.)

K-5 Teacher, W. B. Wicker Elementary School
(effective 11/29/23-5/31/24)

Jadin Ray (1 yr. exp.)

Social Studies Teacher, West Lee Middle School
(effective 1/3/24-5/31/23)

Priscilla Bellido Conde
(0 yr. exp.)

K-5 Teacher, W. B. Wicker Elementary School
(effective 1/3/24-5/31/24)

2. Classified Personnel Hires

Eileen Sikiniger

School Nurse, W. B. Wicker Elementary School
(effective 11/20/23-5/31/24)

John Harrington

Office Support/Payroll, Lee County High School
(effective 11/15/23-11/24/23)

Chris Chesley

Custodian/Bus Driver, Greenwood Elementary School
(effective 11/15/23-6/28/24)

Rebecca Gaines

Human Resources Benefit Specialist, Central Office
(effective 11/28/23-6/28/24)

Aaron Eastman

Mechanic II, Transportation Department
(effective 12/4/23-6/28/24)

Andrew Burris

Maintenance/HVAC, Maintenance Department
(effective 1/3/24-6/28/24)

Jose Lopez Ramos

Custodian/Bus Driver, Tramway Elementary School
(effective 12/5/23-6/6/24)

Jazzmon McLean

Pre-K Assistant/Bus Driver, Warren Williams
(effective TBD-5/31/24)

Elijah Blue

English As Second Language Assistant/Bus Driver, Deep River Elementary School
(effective TBD-5/31/24)

Melissa Stec

Instructional Assistant Job Share (12 hrs. week); Deep River Elementary School
(effective 11/29/23-5/31/24)

John Pietkiewicz

Exceptional Children Assistant/Bus Driver, Broadway Elementary School
(effective TBD-5/31/24)

Cheyene Ingram

Instructional Assistant/Bus Driver, W. B. Wicker Elementary School
(effective 1/3/24-5/31/24)

Mandi Frady	Pre-K Assistant/Bus Driver, Warren Williams (effective 1/3/24-5/31/24)
Austin Johns	Instructional Assistant-Academic Learning Lab/Bus Driver, Lee Early College (effective 12/8/23-5/31/24)
Quinton Russell	Instructional Assistant/Bus Driver, B. T. Bullock Elementary School (effective TBD-5/31/24)
Jessica Jones	Instructional Assistant-BIP/Bus Driver, W. B. Wicker Elementary School (effective 1/3/24-5/31/24)

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)

AREA Human Resources

AGENDA ITEM(S) Personnel Information

CONTACT PERSON(S) Stacie Eggers, Assistant Superintendent Human Resources

Agenda Report

FOR INFORMATION ONLY

Suggested Motion-

For Information Only

Information

1. Resignation

Darlana Swann	Science Teacher, East Lee Middle School (effective 12/8/23)
Angela McDaniel	CTE-Health Occupations Teacher, Lee County High School (effective 12/13/23)
Spencer Adams	Spanish Teacher, Southern Lee High School (effective 12/15/23)
Journey Martin	Custodian/Bus Driver, Floyd L. Knight (effective 1/5/24)
Guadalupe Martinez Cervantes	Instructional Assistant-Bilingual/Bus Driver, Broadway Elementary School (effective 12/19/23)
John Harrington	Office Support/Payroll, Lee County High School (effective 11/24/23)
Jennifer Heitin	School Counselor, Lee County High School (effective 1/1/24)
Michele Kelly	K-5 Teacher, B. T. Bullock Elementary School (effective 11/28/23)
Ashlyn Morrill	Instructional Assistant/Bus Driver, Tramway Elementary School (effective 1/12/24)
Erica Davidson	CTE-Business Education Teacher, Southern Lee High School (effective 1/19/24)
Ella McGilveary	Child Nutrition Assistant PT, District Wide (effective 12/31/23)
Kelley Spahr	Literacy Intervention Specialist, B. T. Bullock Elementary School (effective 1/02/24)
Abigail Robinson	Science Teacher, West Lee Middle School (effective 1/3/24)

2. Retirement

Kathy Sconiers	Child Nutrition Manager, Southern Lee High School (effective 1/31/24)
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3. Leave of Absence (FMLA/Military)

Keita Brooks	K-5 Teacher, W. B. Wicker Elementary School (effective 9/14/23-12/13/23)
Savannah Oldham	K-5 Teacher, Greenwood Elementary School (effective 1/3/24-3/13/24)
Barbara Barbera	Media Coordinator, Broadway Elementary School (effective 11/16/23-2/27/24)
Savannah Oldham	K-5 Teacher, Greenwood Elementary School (effective 1/3/24-3/13/24)
Randal Staats	School Psychologist, District Wide (effective 12/5/23-3/1/24)

Kelly Perdue
K-5 Teacher, Broadway Elementary School
(effective 11/2/23-12/8/23)

4. Change of Status

5. Change of Assignment

Abigayle Hancox
From: Exceptional Children Assistant/Bus Driver, B. T. Bullock Elementary School

To: Instructional Assistant/Bus Driver, B. T. Bullock Elementary School
(effective 11/16/23)

Alejandrina Rivera
From: Office Support, Lee County High School
To: Office Support-Attendance, Lee County High School
(effective 1/3/24)

Abigayle Hancox
From: Instructional Assistant/Bus Driver, B. T. Bullock Elementary School
To: Instructional Assistant/Bus Driver, Deep River Elementary School
(effective 11/27/23)

6. Volunteer Coach

(Employee: Certified, Classified with Stipend)

Karl Wells
Athletic Director, East Lee Middle School
(effective School Year 2023-2024)

Kevin Petty
Assistant Coach-Men's Basketball, Lee County High School
(effective School Year 2023-2024)

Dalton Hardee
First Responder-Fall, Lee County High School
(effective School Year 2023-2024)

Vickie Wilkins
Coach-Bowling, Southern Lee High School
(effective School Year 2023-2024)

April Stone
Field Maintenance, West Lee Middle School
(effective School Year 2023-2024)

Marquita Swinnie
Head Coach-Girl's Basketball, SanLee Middle School
(effective School Year 2023-2024)

Callie Pratt
Assistant Coach-Girl's Basketball, SanLee Middle School
(effective School Year 2023-2024)

7. Volunteer Coach with Stipend

(Non-Employee)

Arnold Womble
Coach-Women's Tennis, Lee County High School
(effective School Year 2023-2024)

Joan Wicker
Coach-Women's Golf, Lee County High School
(effective School Year 2023-2024)

Harry Stryffeler
Head Coach-Wrestling, Lee County High School
(effective School Year 2023-2024)

William Newby
Assistant Coach-Men's Basketball, Lee County High School
(effective School Year 2023-2024)

Christopher McLaughlin
Head Coach-Swimming, Lee County High School
(effective School Year 2023-2024)

Devan Daniel	Assistant Coach-Women's Basketball, Lee County High School (effective School Year 2023-2024)
Timothy Carnegie	Assistant Coach-Boy's Basketball, SanLee Middle School (effective School Year 2023-2024)
Gilbert Jones	Head Coach-Boy's Basketball, SanLee Middle School (effective School Year 2023-2024)
Jonathan Pena	Head Coach-Wrestling, SanLee Middle School (effective School Year 2023-2024)
Tammy Marsh	Assistant Coach-Cheerleading, West Lee Middle School (effective School Year 2023-2024)

8. Volunteer Coach (No Stipend)