

**Regular Board Meeting
In Person
August 8, 2023**

Present: Bowen, Davidson, Gaster, Kelly, Laudate, Rummel, Womack, Britt, Measamer, Rawson, Dossenbach, Eggers, Waller, Alverson, Chappell, Mills, Crockett, Jackson, Spence, Jeremiah Buie, Ryan Regan, SRO-Jenny Lemus, SRO-Megan Rosser, Richard Sullins-The Rant

- I. The Lee County Board of Education was called to order by Chairman Sherry Womack.
- II. Moment of Silence-Chairman Womack conducted a Moment of Silence.
- III. The Pledge of Allegiance was recited.
- IV. Public Comments
 1. Bill Tatum-Superintendent Search Consultant Contract
- V. LCS Vision and Policy 2120-Code of Ethics for School Board Members

Board member Kelly 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.**

VI. Approval of Agenda-8/8/2023

Motion: Bowen

Second: Kelly

Action: Carried Unanimously I move that the Lee County Board of Education approve the 8/8/2023 agenda.

VII. Approval of Minutes-RBM-7/18/2023; Student Transfer Appeal Hearing-8/1/2023

Motion: Bowen

Second: Davidson

Action: Carried Unanimously I move that the Lee County Board of Education approve the 7/18/2023 and 8/1/2023 minutes.

VIII. Announcements-Reports-Non-Action Items

A. Chairman's Report-Sherry Womack

1. Announced that the Board reviewed the preliminary performance audit conducted by Evergreen Solutions on July 18, 2023. The final audit should be available before the September 12, 2023, Board meeting.
2. Announced the NCSBA Annual Conference is scheduled for November 13-15, 2023, Sheraton Four Seasons, Greensboro, NC. The NCSBA is seeking nominations for the following awards that will be presented during the 2023 NCSBA Annual Conference Awards Ceremony. All entries are due on or before October 2, 2023, 12noon.

--Raleigh Dingman Award

--Champion of Education Award

--County Commissioners of the Year

--Innovation and Excellence in Public Education Award

3. Announced that Lee County Schools is one of only seven districts in the state to be awarded the Innovation Partnership Grant. The grant was fully funded for a three-year period for a total of \$867,000 and will be used to expand Career and Technical Education classes and opportunities for students at Bragg Street Academy.

B. Interim Superintendent's Report-Dr. Chris Dossenbach

1. Dr. Johnnye Waller, Assistant Superintendent Auxiliary Services, recognized the Project LiftOff staff.
2. Dillon Crockett, AIG and Science Coordinator Grades 6-12, recognized the Advanced Placement Scholars.
3. Tuesday, August 8, 2023-first day for students-Lee Early College.

4. Tuesday, August 8, 2023-required workday for traditional calendar staff.
5. Monday, August 14, 2023-first day for students-traditional calendar.
6. Performance grades will be released before the September 12, 2023, Board meeting.

C. No Financial Report-Kelly Jones

D. Board Attorney Report-Stephen Rawson reported on the County Commissioners' role in funding schools.

Motion: Kelly

Second: Bowen

Action: Carried Unanimously I move that the Lee County Board of Education approve extending an invitation to the Lee County Board of Commissioners asking them to visit the schools, maintenance, and transportation departments.

E. Committee Reports-Sherry Womack

1. Curriculum and Instruction Committee-Eric Davidson

No meeting.

Next meeting-September 20, 2023, 3:30pm, Southern Lee High School.

2. Facilities and Technology Committee-Jamey Laudate

No meeting.

Next meeting-August 22, 2023, 4:30pm, Assembly Room, Heins Education Building.

3. Finance Committee-Alan Rummel

No meeting.

Mr. Rummel has met with Dr. Dossenbach and Ms. Jones on ways to improve the monthly financial report.

Next meeting-August 24, 2023, 5pm, Assembly Room, Heins Education Building.

4. Policy Committee-Chris Gaster

No meeting.

Next meeting-August 15, 2023, 5pm, Assembly Room, Heins Education Building.

5. Chairman Womack reported the following:

- Announced that an ad hoc committee, consisting of Alan Rummel, Jamey Laudate, and Betsy Bridges, has been formed to discuss funding for facilities.
- Announced that an ad hoc committee to discuss discipline will be appointed.
- Commended Dr. Dossenbach and staff on reviewing the Evergreen audit and developing a plan to address the recommendations.

IX. Action Items

A. Approval of Consent Agenda

Motion: Kelly

Second: Laudate

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

B. No Unfinished Business

C. New Business

1. Superintendent Search Consultant Contract-One proposal has been received from the North Carolina School Boards Association. Because of being a NCSBA-Board of Director, Board Member Bowen recused herself from the discussion.

Motion: Kelly

Second: Davidson

Action: Carried Unanimously

I move that the Lee County Board of Education approve moving the Superintendent Search Consultant Contract discussion after the closed session.

2. Revised 2023-2024 Tramway Elementary School Calendar

Motion: Bowen

Second: Laudate

Action: Carried Unanimously

I move that the Lee County Board of approve the revised 2023-2024 Tramway Elementary School calendar.

3. CCIP (Comprehensive Continuous Improvement Plan) 2023-2024

Motion: Kelly
Second: Rummel
Action: Carried Unanimously

I move that the Lee County Board of Education approve the CCIP (Comprehensive Continuous Improvement Plan) for 2023-2024.

X. Closed Session

Motion: Davidson
Second: Kelly
Action: Carried Unanimously

I move that the Lee County Board of Education go into closed session under NCGS 143-318.11(a)(1), (a)(2), (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 to consult with the Board's attorney and maintain the attorney-client privilege.

Motion: Bowen
Second: Gaster
Action: Carried Unanimously

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

XI. Action Items

A. New Business-Continuation

1. Superintendent Search Consultant Contract- Because of being a North Carolina School Boards Association-Board of Director, Board Member Bowen recused herself from the discussion.

Motion: Rummel
Second: Laudate
Action: Carried
Womack, Gaster, Laudate,
Rummel voting "yes"
Davidson, Kelly voting "no"

I move that the Lee County Board of Education approve awarding the Superintendent Search Consultant Contract to the North Carolina School Boards Association.

2. Personnel

Motion: Laudate

Second: Bowen

Action: Carried Unanimously

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

3. Interim Superintendent's Contract

Motion: Kelly

Second: Gaster

Action: Carried Unanimously

I move that the Lee County Board of Education approve extending the Interim Superintendent's Contract for Dr. Chris Dossenbach until December 31, 2023.

XII. Adjourn

Motion: Bowen

Second: Laudate

Action: Carried Unanimously I move to adjourn.

Sherry Lynn Womack, Chairman

Christopher P. Dossenbach, Ed.D.
Secretary
Interim Superintendent

Date August 8, 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:
under current contract status, one year contract, two year contracts

ADMINISTRATOR CONTRACT

ADMINISTRATOR RECOMMENDATION FOR ONE YEAR CONTRACT –
August 31, 2023-June 30, 2024

<u>ADMINISTRATOR</u>	<u>ASSIGNMENT</u>	<u>SCHOOL</u>
Albertine Daniel	Assistant Principal	Lee County High

ADMINISTRATOR RECOMMENDATION FOR APPROVAL UNDER CURRENT CONTRACT –
July 1, 2023-June 30, 2026

<u>ADMINISTRATOR</u>	<u>ASSIGNMENT</u>	<u>SCHOOL</u>
Anne Sessoms	Director of Exceptional Children	Central Office

ADMINISTRATOR RECOMMENDATION FOR APPROVAL UNDER CURRENT CONTRACT –
May 1, 2023-June 30, 2024

<u>ADMINISTRATOR</u>	<u>ASSIGNMENT</u>	<u>SCHOOL</u>
Stacie Eggers	Asst. Supt. of Operations	Central Office

ADMINISTRATOR RECOMMENDATION FOR TWO YEAR CONTRACT –
October 2, 2023, 2023-June 30, 2026

<u>ADMINISTRATOR</u>	<u>ASSIGNMENT</u>	<u>SCHOOL</u>
Salvatore Cosimo IV	Executive Director of Human Resources	Central Office
Lisa Duffey	Executive Director of Student Services	Central Office
Melissa Brewer	Principal	J.R. Ingram
Richard Secor	Director of Federal Programs	Central Office
David Blackmon	Safety & Security Coordinator	Central Office

**ADMINISTRATOR RECOMMENDATION FOR TWO YEAR CONTRACT –
October 2, 2023-End of School Year 2025-2026**

<u>ADMINISTRATOR</u>	<u>ASSIGNMENT</u>	<u>SCHOOL</u>
Trysha Mazzola	Mental Health Coordinator/Policy Advisor	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
August 8, 2023

Action

1. Certified Personnel Hires

Lavalee Staple-Dawkins (12 yrs. exp.)	K-5 Teacher, W B. Wicker Elementary School (effective TBD- 5/31/24)
Ashley Gordon (0 yr. exp.)	Language Arts Teacher, East Lee Middle School (effective 8/7/23-5/31/24)
Melissa Benson (1 yr. exp.)	Art Teacher, B. T. Bullock Elementary School (effective 8/7/23-5/31/24)
Johnathan Guin (0 yr. exp.)	Science Teacher, SanLee Middle School (effective 8/7/23-5/31/24)
Katia Whitehead (4 yrs. exp.)	School Counselor, East Lee Middle School (effective 8/7/23-5/31/24)
Mary Johnson (0 yr. exp.)	Pre-K Teacher, Warren Williams (effective 8/7/23-5/31/24)
Patricia Langston (34 yrs. exp.)	K-5 Teacher PT, Greenwood Elementary School (effective 8/7/23-5/31/24)
Bridget Joyce (28 yrs. exp.)	K-5 Intervention Teacher PT, Greenwood Elementary School (effective 8/21/23-5/24/24)
Susan Thomas (31 yrs. exp.)	K-5 Intervention Teacher PT, Greenwood Elementary School (effective 8/21/23-5/24/24)
Tahasih Hargett (8 yrs. exp.)	CTE-Agriculture Teacher, Bragg Street (effective TBD-5/31/24)
Alora Johnson (3 yrs. exp.)	Exceptional Children Behavior Specialist, Bragg Street (effective TBD-5/31/24)
Charlene Schlott (33 yrs. exp.)	K-5 Intevention Teacher PT, B. T. Bullock Elementary School (effective 8/21/23-TBD)
Judith Spivey (37 yrs. exp.)	K-5 Intervention Teacher PT, J.R. Ingram Elementary School (effective 8/14/23-TBD)
Pamela Boyette (30 yrs. exp.)	K-5 Intervention Teacher PT, J.R. Ingram Elementary School (effective 8/14/23-TBD)
2. Classified Personnel Hires	
Anna Thomas	Pre-K Assistant/Bus Driver, Broadway Elementary School (effective TBD-5/31/24)
Emily York	English As Second Language Assistant/Bus Driver, East Lee Middle School (effective 8/7/23-5/31/24)
Stacey Johnson	Pre-K Exceptional Children Assistant/Bus Driver, Floyd L. Knight (effective 8/7/23-5/31/24)

Mitzy Douglas	Instructional Assistant/Teacher Substitute, Deep River Elementary School (effective 8/10/23-5/31/24)
Leola Parker	Exceptional Children/Pre-K Assistant/Bus Driver, Floyd L. Knight (effective 8/7/23-5/31/24)
Mirian Bone	Custodian/Bus Driver, W. B. Wicker Elementary School (effective 8/8/23-5/31/24)
Abigayle Hancox	Instructional Assistant/Bus Driver, B. T. Bullock Elementary School (effective 8/7/23-5/31/24)
Tracey Petersen	Child Nutrition Assistant Manager, SanLee Middle School (effective 8/7/23-5/31/24)
Kayla Ward	Child Nutrition Assistant PT, District Wide (effective 8/21/23-5/31/24)
Teresa Elder	Child Nutrition Assistant Manager, J.R. Ingram Elementary School (effective TBD-5/31/24)
Dakota Reyes	Instructional Assistant/Bus Driver, Deep River Elementary School (effective 8/9/23-5/31/24)
Hailey Dillon	Child Nutrition Assistant Manager, Broadway Elementary School (effective TBD-5/31/24)
Melrose Durham	Child Nutrition Assistant/Bus Driver, J.R. Ingram Elementary School (effective TBD-5/31/24)
Darlene Foster	Child Nutrition Assistant PT, District Wide (effective TBD-5/31/24)
Amy Kay	Child Nutrition Assistant PT, District Wide (effective TBD-5/31/24)
Jacqueleene Irizarry	Custodian/Bus Driver, West Lee Middle School (effective TBD-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

Tene Mortgage	K-5 Teacher, Deep River Elementary School (effective 7/19/23)
Amanda Carter	English Teacher, Lee County High School (effective 7/19/23)
Ryan Wilder	General Maintenance, Maintenance Department (effective 7/28/23)
Sara Barker	English As Second Language Assistant/Bus Driver, Greenwood Elementary School (effective 7/18/23)
Sally Long	Assistant Principal/Academic Coach, SanLee Middle School (effective 9/15/23)
Evelyn Alvarez Gama	Instructional Assistant/Bus Driver, J. Glenn Edwards Elementary School (effective 6/14/23)
Andrew Robinson	Social Studies Teacher, Lee County High School (effective 7/24/23)
Michelle Locher	Exceptional Children Teacher, B. T. Bullock Elementary School (effective 7/26/23)
Christopher Norton	Science Teacher, Southern Lee High School (effective 8/25/23)
Kristin Baxter	Child Nutrition Assistant PT, District Wide (effective 7/24/23)
Nevea Lemus Sagastume	English As Second Language Assistant/Bus Driver, Southern Lee High School (effective 7/21/23)
Mary Husk	Exceptional Children Assistant/Bus Driver, Floyd L. Knight (effective 7/18/23)
Kalin Smith	Pre-K Assistant/Bus Driver, Warren Williams (effective 7/24/23)
Jenna Cooper	Instructional Assistant/Bus Driver, B. T. Bullock Elementary School (effective 7/28/23)
Angela Vincent	K-5 Curriculum Specialist, W. B. Wicker Elementary School (effective 7/31/23)
Kimberly Husband	Office Support/Academically/Intellectually Gifted Department, Central Office (effective 8/1/23)
Allison Mistler	Exceptional Children/Pre K Assistant/Bus Driver, Floyd L. Knight (effective 7/25/23)
Tammy Ingles	Exceptional Children Teacher, SanLee Middle School (effective 7/24/23)

Veronica English	Instructional Assistant/Bus Driver, Lee County High School (effective 7/31/23)
Carolyn Todd	Instructional Assistant/Bus Driver, W. B. Wicker Elementary School (effective 8/1/23)
Kathleen Rosser	Office Support-Bookkeeper, Lee County High School (effective 8/11/23)
David Price	Virtual/Hybrid Math Teacher, West Lee Middle School (effective 8/3/23)
Sarah Barry	Instructional Assistant/Bus Driver, W. B. Wicker Elementary School (effective 8/4/23)
Lea Howard	English As Second Language Assistant/Bus Driver, SanLee Middle School (effective 8/17/23)

2. Retirement

Pamela Strieter	Social Studies Teacher, West Lee Middle School (effective 8/31/23)
Dr. Johnnye Waller	Assistant Superintendent Auxiliary Services, Central Office (effective 9/29/23)

3. Leave of Absence (FMLA/Military)

Stephanie Hayden	Educational Diagnostician, District Wide (effective 8/7/23-9/29/23)
Amanda Holmes	K-5 Teacher, Tramway Elementary School (effective 7/10/23-9/1/23)
Jacqueline Knowles	CTE-Agriculture Teacher, Southern Lee High School (effective intermittent-July-December 24 days total)
Jovana Lopez	Office Support, Lee County High School (effective 7/12/23-8/3/23)
Alicia Bowman	Instructional Assistant/Bus Driver, W. B. Wicker Elementary School (effective 8/7/23-1/16/24)
Ashley Dean	K-5 Teacher, Greenwood Elementary School (effective 8/7/23-12/15/23)
Summer Sanders	Office Support, West Lee Middle School (effective 7/31/23-10/6/23)
Jamie Brown	English Teacher, Lee County High School (effective 8/8/23-1/19/24)
Katherine Brown	English Teacher, Lee County High School (effective 8/8/23-1/19/24)

4. Change of Status

5. Change of Assignment

Joanna Perkins	From: Student Services Coordinator, Central Office To: Language Arts Curriculum Specialist, East Lee Middle School (effective 7/17/23)
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Kimberly Jacobs	From: Lead Teacher Exceptional Children Coach-District Wide, Home based at Greenwood Elementary School To: Lead Teacher Exceptional Children Coach-District Wide, Home based at B. T. Bullock Elementary School (effective 8/1/23)
Judy Coffey	From: Instructional Assistant/Bus Driver, Tramway Elementary School To: Instructional Assistant-Adult Support Paraprofessional/Bus Driver, Tramway Elementary School (effective 7/10/23)
Harlena Kershaw	From: Child Nutrition Assistant Manager, SanLee Middle School To: Child Nutrition Manager, SanLee Middle School (effective 8/7/23)
Shontell Roberts	From: Pre-K Teacher, Warren Williams To: K-5 Teacher, J.R. Ingram Elementary School (effective 8/7/23)
Harley Baker	From: Child Nutrition Assistant/Bus Driver, Tramway Elementary School To: Child Nutrition Assistant PT, District Wide (effective 8/7/23)
Raymond Hill	From: Warehouse Manager 10 Month, Child Nutrition Department To: Warehouse Manager 12 Months, Child Nutrition Department (effective 7/20/23)
April Stone	From: Instructional Assistant/Bus Driver, West Lee Middle School To: Exceptional Children Assistant/Bus Driver, B. T. Bullock Elementary School (effective 8/7/23)
Kelli Alston	From: Instructional Assistant/Bus Driver, W. B. Wicker Elementary School To: Instructional Assistant/Teacher Substitute, W.B. Wicker Elementary School (effective 8/7/23)
Melissa Norton	From: Instructional Assistant/Bus Driver, B. T. Bullock Elementary School To: Instructional Assistant/Teacher Substitute, B. T. Bullock Elementary School (effective 8/7/23)
Michelle Charles	From: Instructional Assistant/Bus Driver, Southern Lee High School To: Instructional Assistant/Teacher Substitute, Southern Lee High School (effective 8/7/23)
Tiffany Daniel	From: Exceptional Children Teacher, J. Glenn Edwards Elementary School To: Exceptional Behavior Teacher, B.T. Bullock Elementary School (effective 8/7/23)
Virginia Williams	From: Instructional Assistant/Bus Driver, W. B. Wicker Elementary School To: Instructional Assistant/Teacher Substitute, W. B. Wicker Elementary School (effective 8/7/23)

6. Volunteer Coach
(Employee: Certified, Classified with Stipend)

7. Volunteer Coach with Stipend (Non-Employee)

8. Volunteer Coach (No Stipend)