

**Regular Board Meeting
In Person
October 10, 2023**

Present: Bowen, Davidson, Gaster, Kelly, Laudate, Rummel, Womack, Britt, Dossenbach, Eggers, Alverson, Jones, Duffey, Justin Hughes, Ryan Regan, SRO-Chris Thompson, SRO-Roberto Flores, Bill Carver-Lee County Board of Commissioner Liaison to the Lee County Board of Education; Richard Sullins-The Rant; David Pollard-The Sanford Herald

Virtual: Rawson

- 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. David Nestor-Grounds Maintenance at the Heins Education Building
- 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 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-10/10/2023

Motion: Bowen

Second: Kelly

Action: Carried Unanimously I move that the Lee County Board of Education approve the 10/10/2023 agenda.

VII. Approval of Minutes-Personnel Grievance Hearing-9/11/2023; RBM-9/12/2023; Special/CBM-9/25/2023; Student Transfer Appeal Hearings-9/28/2023

Motion: Bowen

Second: Kelly

Action: Carried Unanimously I move that the Lee County Board of Education approve the 9/11/2023, 9/12/2023, 9/25/2023, and 9/28/2023 minutes.

VIII. Announcements-Reports-Non-Action Items

A. Chairman's Report-Sherry Womack

1. Provided the Evergreen Performance Audit—Progress Report-Out of the 97 recommendations--42 have been completed and 43 are in process.
2. Announced the Board conducted the Superintendent interviews on Tuesday, October 10, 2023.
3. Announced the NCSBA Fall Conference, October 11-13, 2023, Renaissance Asheville. Chairman Womack will be attending.

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

1. October is Arts Education Month-Wendy Bryant, visual arts liaison, and Amy Salter, performing arts liaison and assistant principal, SLHS, provided an arts update. The SLHS marching band and the LCHS show choir performed
2. Provided a district update:
 - Announced Robert Newby, principal, ELMS, as principal of the year for the district.
 - Announced Charline Evans, assistant principal, WLMS, as assistant principal of the year for the district.
 - Provided the School Improvement Plan timeline; the five low performing School Improvement Plans-Broadway Elementary, BT Bullock Elementary, East Lee Middle, West Lee Middle, and WB Wicker Elementary, will be presented to the Board for first reading on November 7, 2023, and final approval on December 4, 2023. All other School Improvement Plans will be presented to the Curriculum and Instruction Committee on October 18, 2023.

- C. Financial Report-Kelly Jones
 - July, 2023-Financial spreadsheet
 - COVID Funding Update-7/31/2023
 - Board Expenses
 - Lottery Fund Update

D. No Board Attorney Report.

E. Committee Reports-Sherry Womack

- 1. Curriculum and Instruction Committee-Eric Davidson

September 20, 2023

Received an Evergreen Performance Audit update from Cindy McCormic, received a School Improvement Plan update from Vicki Haislip, and received remarks from Dr. Dossenbach.

Next meeting-October 18, 2023, 3;30pm, East Lee Middle School Media Center.

- 2. Facilities and Technology Committee-Jamey Laudate

September 26, 2023

Received an Evergreen Performance Audit-Facilities Use and Management update from Dr. Dossenbach, reviewed the Brady Trane chiller rental at LCHS, reviewed the camera upgrades to the new server system and security camera bids, and received a maintenance update from Chris McNeill.

Next meeting-October 24, 2023, 4:30pm, Assembly Room, Heins Education Building.

- 3. Finance Committee-Alan Rummel

September 28, 2023

Reviewed the Education Direction contract with Bragg Street Academy, reviewed the Brady Trane chiller rental at LCHS, and reviewed the GovDeals report, the Board attorney invoice, the monthly financial report, and the monthly Board expense summary.

Next meeting-October 26, 2023, 5pm, Assembly Room, Heins Education Building. Due to a conflict, the next meeting will be held on October 24, 2023, following the Facilities and Technology Committee meeting.

- 4. Policy Committee-Chris Gaster

September 19, 2023

Reviewed policies for first reading that are on the October 10, 2023, Board agenda. No action is required.

Next meeting-October 17, 2023, 5pm, Assembly Room, Heins Education Building.

IX. 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. Education Direction, LLC Contract
5. Brady Trane Rental
6. Camera Upgrades to New Server System and Security Camera Bids-Broadway, Bullock, Deep River, Greenwood, Ingram, Tramway, WBW

B. No Unfinished Business

C. No New Business

X. Closed Session

Motion: Kelly

Second: Bowen

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 to consult with the Board's attorney and maintain the attorney-client privilege.

Motion: Kelly

Second: Bowen

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. Personnel

Motion: Laudate

Second: Bowen

Action: Carried Unanimously

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

XII. Adjourn
Motion: Laudate
Second: Bowen
Action: Carried Unanimously I move to adjourn.

Sherry Lynn Womack, Chairman

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

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**

Karla Robleto	Instructional Assistant/Bus Driver, Broadway Elementary School (effective 9/13/23)
Taylor Tysinger	Exceptional Children Assistant/Bus Driver, Floyd L. Knight (effective 9/28/23)
Elise Fisher	Pre-K Teacher, Floyd L. Knight (effective 9/15/23)
Dennise Resendez	Exceptional Children Teacher, J. Glenn Edwards Elementary School (effective 10/31/23)
Gracie Stevens	CTE-Agriculture Teacher, East Lee Middle School (effective 9/15/23)
Katy Medford	Health/Physical Education/Athletic Trainer, Southern Lee High School (effective 10/11/23)
William Ross Jr.	Occupational Therapist, Floyd L. Knight (effective 10/11/23)
Stacey Johnson	Pre-K/Exceptional Children Assistant/Bus Driver, Floyd L. Knight (effective 9/19/23)
Hope Harris	Office Support/Bookkeeper, Lee County High School (effective 9/19/23)
Joseph Raber	Science Teacher, East Lee Middle School (effective 10/18/23)
Brenda Phillips	School Nurse, Tramway Elementary School (effective 10/13/23)
Denise Joy Cox	Office Support/Payroll, Lee County High School (effective 9/29/23)
Dreama Pritchard	Pre-K Assistant/Bus Driver, Warren Williams (effective 10/4/23)
Haley Yow	English Teacher, Southern Lee High School (effective 9/25/23)
Ashley Harris	Exceptional Children Teacher, Broadway Elementary School (effective 10/27/23)
Patricia DeAnda Likes	Office Support, W. B. Wicker Elementary School (effective 9/29/23)
Stacia Brink-Koutroumpis	French Teacher, Southern Lee High School (effective 10/20/23)

2. Retirement

Brenda Thomas	Office Support-Attendance, Lee County High School (effective 12/29/23)
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Elizabeth Schrull	Art Teacher, Lee County High School (effective 12/29/23)
Patricia Cotten	Data Specialist to Exceptional Children Department, Central Office (effective 12/29/23)
Donna Cox	Office Support/PowerSchool, W. B. Wicker Elementary School (effective 12/29/23)

3. Leave of Absence (FMLA/Military)

Kattie Goins	Child Nutrition Assistant/Bus Driver, West Lee Middle School (effective 8/7/23-9/15/23)
Vincent Fox	Custodian/Bus Driver, East Lee Middle School (effective 9/22/23-12/2/23)
Krista Weldon	K-5 Teacher, Greenwood Elementary School (effective 9/13/23-11/13/23)
Dawn Parr	K-5 Teacher, B. T. Bullock Elementary School (effective 9/5/23-9/25/23)
Amber McKoy	K-5 Teacher, Greenwood Elementary School (effective 10/6/23-12/19/23)
Kattie Goins	Child Nutrition Assistant/Bus Driver, East Lee Middle School (effective 8/7/23-9/15/23)
Joseph Raber	Science Teacher, East Lee Middle School (effective 9/25/23-10/16/23)
Keita Brooks	K-5 Teacher, W. B. Wicker Elementary School (effective 9/14/23-11/7/23)
Holly Brower	Art Teacher, J.R. Ingram Elementary School (effective 10/4/23-5/31/24)
Elizabeth Bullard	Child Nutrition Manager, Lee County High School (effective 10/5/23-11/6/23) (effective 11/7/23-5/31/24)
Kelly Hill	Instructional Assistant/Bus Driver, J. Glenn Edwards Elementary School (effective 11/13/23-1/2/24)
Tabitha Williamson	K-5 Teacher, W. B. Wicker Elementary School (effective 10/9/23-11/20/23)

4. Change of Status

5. Change of Assignment

Maria Nunez	From: Child Nutrition Assistant/Bus Driver, W. B. Wicker Elementary School To: Child Nutrition Assistant Manager, W. B. Wicker Elementary School (effective 9/12/23)
Tiffany Yow	From: Exceptional Children Assistant/Bus Driver, W. B. Wicker Elementary School To: Exceptional Children Assistant/Bus Driver, B.T. Bullock Elementary School (effective 9/5/23)

Elaine Rider

From: Exceptional Children Assistant/Bus Driver, Broadway Elementary School
To: Child Nutrition Assistant Manager, J. Glenn Edwards Elementary School
(effective TBD)

Wendy Godfrey

From: Payroll Specialist, Central Office
To: Office Support/Bookkeeper, Lee County High School
(effective TBD)

Lori Kearns

From: School Nurse, J.R. Ingram Elementary School
To: School Nurse, Tramway Elementary School
(effective 10/16/23)

Nancy Wazenegger

From: School Nurse, W. B. Wicker Elementary School
To: School Nurse, J.R. Ingram Elementary School/Warren Williams
(effective 10/16/23)

Mellisa Cotton

From: Child Nutrition Assistant PT, District Wide
To: Child Nutrition Assistant/Bus Driver, W. B. Wicker Elementary School
(effective 10/4/23)

Rubi Cante-Lemus

From: Office Support/PowerSchool, Tramway Elementary School
To: Elementary PowerSchool Coordinator, Central Office
(effective 11/20/23)

6. Volunteer Coach

(Employee: Certified, Classified with Stipend)

7. Volunteer Coach with Stipend

Steven Alston

(Non-Employee)

Assistant Coach-Football, East Lee Middle School
(effective School Year 2023-2024)

Donald Wayne Thompson

Head Coach-Softball, East Lee Middle School
(effective School Year 2023-2024)

8. Volunteer Coach (No Stipend)

Date October 10, 2023

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
October 10, 2023

Action

1. Certified Personnel Hires

Mark Westrick (0 yr. exp.)	English Teacher, Southern Lee High School (effective TBD-5/31/24)
Callie Pratt (0 yr. exp.)	Health/Physical Education Teacher, SanLee Middle School (effective TBD-5/31/24)
Jennifer Starkey (25 yrs. exp.)	Theater Teacher, W. B. Wicker Elementary School (effective 1/3/24-5/31/24)
Edwin Gallatin Jr. (22 yrs. exp.)	Social Studies Teacher, Lee County High School (effective 1/3/24-5/31/24)
Echo Kent (1 yr. exp.)	K-5 Teacher, W. B. Wicker Elementary School (effective 10/9/23-5/31/24)

2. Classified Personnel Hires

Guadalupe Martinez	English As Second Language Assistant/Bus Driver, Broadway Elementary School (effective 9/25/23-5/31/24)
Shannon Hill	Instructional Assistant/Bus Driver, Broadway Elementary School (effective 9/25/23-5/31/24)
Lynda Davis	Child Nutrition Assistant PT, District Wide (effective 9/18/23-5/31/24)
Stephen Bennett	Mechanic II, Transportation Department (effective 10/2/23-6/28/24)
Joanna Molina	Receptionist, Central Office (effective 9/25/23-6/28/24)
Cameron McNeill	IPG School Coach, Bragg Street (effective 10/12/23-5/31/24)
Kristin Urban	Instructional Assistant-Job Share (27.5 hrs. week), Greenwood Elementary School (effective 10/2/23-5/31/24)
MaResa Smith	Instructional Assistant-ISS/Bus Driver, SanLee Middle School (effective 10/2/23-5/31/24)
Yolanda Reyes	Custodian/Bus Driver, B. T. Bullock Elementary School (effective TBD-5/31/24)

3. Non-Renewal/Terminations

4. Substitute Child Nutrition Assistant Hires

Marie McLendon

5. Substitute Bus Drivers

Pamela Cosimo

6. Substitute Custodians

7. Substitute School Nurse

8. Activity Bus Driver Hires

9. Leave of Absence (Non-FMLA)