

**NORTH CAROLINA
LINCOLN COUNTY**

**LINCOLN COUNTY BOARD OF EDUCATION
MONTHLY MEETING
January 11, 2022**

The Lincoln County Board of Education held their monthly meeting on **Tuesday, January 11, 2022** at **6:30 PM** in the Board Room. The meeting was called to order by Ms. Heather Rhyne, Chairperson, who declared a quorum was present consisting of Ms. Christina Sutton, Vice-Chairperson, Ms. Joan Avery, Mr. Mark Mullen, Mr. Tony Jenkins, and Mr. Todd Wulfhorst. Ms. Myra Heavner was absent.

Administrative staff members present were Dr. Aaron D. Allen, Superintendent-Secretary to the Board; Dr. Heath Belcher, Associate Superintendent of Curriculum and Instruction and Innovation; Mr. Brian Clary, Chief of Human Resources/Athletics; Mr. Eric Eaker, Chief Operations Officer; Ms. Diana Carpenter, Chief Communications Officer and Director of Middle School Education; Ms. Kimberly Davis, Chief of Exceptional Children Services; Ms. Beth McCraw, Chief Finance Officer; Dr. Cale Sain, Director of Career and Technical Education; Mr. Rusty Saine, Director of Accountability; and Ms. Cathy Gates, Clerk to the Board.

The Board observed a moment of silence. Chairperson Rhyne led the Board in the Pledge of Allegiance.

Approval of the Agenda

The following agenda was submitted for approval.

- 1. Call to Order**
- 2. Opening of Meeting/Moment of Silence/Pledge of Allegiance**
- 3. Additions/Deletions to the Agenda - Approval of the Agenda**
- 4. Superintendent Updates/Information Items**
- 5. BOE Report- "Out and About"**
- 6. Special Presentations/Recognitions**
 - Sports Recognitions 2021-2022
- 7. Special Reports**
 - Academic Presentation- CTE STEM Class
 - Excellence in Social Emotional Learning Implementation
 - Student Safety/Crisis Team Report

8. Individuals and/or Groups Appearing Before the Board

- Ann Marie Sharpe

9. Action Items

- a. Legislative Priorities
- b. Policy 7262 *Communicable Diseases- Employees*
- c. Face Coverings

10. Consent Agenda Items

- a. Extended Field Trips
- b. Personnel Recommendations
- c. Initial Budget Resolution 2021-2022
- d. Classified Salary Schedule
- e. Gaston College Memorandum of Understanding
- f. New Records Retention Requirements
- g. S.T.A.R Program Opportunity
- h. Policy 5030 Community Use of Facilities
- i. Policies Which Stood Open 25 Days for Input
 - Policy 3420 *Student Promotion and Accountability*
 - Policy 4720 *Survey of Students*
 - Policy 5210 *Distribution and Display of Non-School Material*

2021-2022 REMINDERS and ANNOUNCEMENTS

DATE	EVENT	LOCATION	TIME
Jan 14	Legislative Breakfast	BOE Office	8:30 AM
Jan 17	Martin Luther King Day Holiday		
Jan 18	Report Cards Sent Home		
Jan 21	District Spelling Bee	BOE Office	9:30 AM
Jan 27	Synthetic Turf Committee Meeting	Lincoln County Government Offices	2:00 PM
Feb 1	HOLD for Board Work Session	BOE Office	6:00
Feb 8	Monthly Board Meeting	BOE Office	6:30 PM
Feb 18	Optional Workday		
Feb 21	President's Day / Optional Workday		
Feb 22	Progress Reports Sent Home		
Mar 1	HOLD for Board Work Session	BOE Office	TBD
Mar 8	Monthly Board Meeting	BOE Office	6:30 PM
Mar 18	Optional Workday		
Mar 21	Mandatory Workday		
Mar 17	HOLD for Joint Meeting- BOE & BOCC	BOE Office	6:00 PM
Mar 28	Report Cards Sent Home		

11. Plus/Delta

12. Adjournment

The agenda was amended to add a closed session after the Reminders and Announcements calendar. A motion was made by Ms. Avery seconded by Ms. Sutton, to approve the agenda as amended. The motion carried unanimously.

Superintendent Updates/Information Items

Dr. Allen provided Board Members with information pertaining to current happenings in the district since the last Board meeting.

- Successful athletic tournaments at East Lincoln High, Lincoln High, and West Lincoln High Schools during the Christmas break.
- Students supporting the community through Thanksgiving and Christmas support drives
- Mid-year evaluations with principals
- Encouraged by partnerships with industry through the Lincoln Economic Development Association and the church community
- End of Course test results is positive at the high school level
- Good beginning of the second semester
- District Spelling Bee will be held on January 21, 2022
- Registration for middle and high school students will be held in the near future

BOE Report- "Out and About"

Board Members, Ms. Sutton and Ms. Rhyne, reported on school visits and activities they had been a part of since the last Board meeting.

Special Presentations/Recognitions

Sports Recognitions 2021-2022

Mr. Clary recognized the West Lincoln Middle School softball team as the Tri-County Conference Champions in 2021-2022.

Special Reports

Academic Presentation- CTE STEM Class

Dr. Saine recognized students from the 6th grade STEM class, taught by Mr. David Richardson at West Lincoln Middle School, who recently piloted a Skilled Trades construction project where they learned carpentry and electrical skills. The students shared their class experience with Board Members during the presentation.

Excellence in Social Emotional Learning Implementation

Dr. Belcher recognized students from Battleground Elementary School for excellence displayed in Social Emotional Learning. Teachers, Ms. Chelsea Proctor, Ms. Katie Crocker, and students participated in the presentation.

Student Safety/Crisis Team Update

Mr. Eaker reported that the Student Safety/Crisis Team goal is to promote and evaluate student safety. The team provided information regarding School Resource Officers, crisis plans, drill reflections, and new safety technology for students and staff.

Individuals and/or Groups Appearing Before the Board

Board Policy 2310 *Public Participation at Board Meetings* states that anyone desiring to appear before the Board shall notify the Superintendent's office by noon Wednesday preceding the regular board meeting. Ms. Ann Marie Sharpe met the requirements to appear. Ms. Sharpe spoke of the need for more safety protocols in schools.

Board policy also allows, by majority vote of the Board, individuals to appear before the Board without following the established procedures if the matter is of an emergent nature. No requests were received.

Action Items

Legislative Priorities

Dr. Allen provided the Board with revisions to the proposed 2022 legislative priorities as requested at the January 4, 2022 work session.

A motion was made by Ms. Avery, seconded by Mr. Jenkins, to approve the 2022 legislative priorities as amended. The motion carried.

Policy 7262 Communicable Diseases-Employees

Mr. Saine reviewed revisions to Policy 7262 Communicable Diseases-Employees that were requested by Board Members at the January 4, 2022 work session. Mr. Mullen requested to make an additional revision and strike everything in blue under section C.2.

A motion was made by Mr. Mullen, seconded by Ms. Sutton, to approve by striking everything in blue under C.2. The motion carried with Ms. Avery and Mr. Wulfhorst being opposed.

Face Coverings

Mr. Saine provided Board members with updated COVID-19 metrics received from the Lincoln County Health Department as well as current positive and quarantine numbers for the district. There was a lengthy discussion pertaining to the information provided.

A motion was made by Mr. Mullen, seconded by Ms. Sutton, to continue with masks optional and no teacher or administrator will be required to enforce any type of mask mandate or be a mask police. The motion carried with Ms. Avery and Mr. Wulfhorst being opposed.

Consent Agenda Items

Chairperson Rhyne entertained a motion to approve the following Consent Agenda Items as submitted.

- a. Extended Field Trips
- b. Personnel Recommendations

- c. Initial Budget Resolution 2021-2022
- d. Classified Salary Schedule
- e. Gaston College Memorandum of Understanding
- f. New Records Retention Requirements
- g. S.T.A.R Program Opportunity
- h. Policy 5030 Community Use of Facilities
- i. Policies Which Stood Open 25 Days for Input
 - Policy 3420 *Student Promotion and Accountability*
 - Policy 4720 *Survey of Students*
 - Policy 5210 *Distribution and Display of Non-School Material*

A motion was made by Ms. Avery, seconded by Mr. Jenkins, to approve the consent agenda items as submitted. The motion carried.

Reminders and Announcements 2020-2021

Ms. Rhyne reviewed the event calendar provided in the agenda.

Closed Session

A motion was made by Ms. Avery, seconded by Ms. Sutton, that the Board adjourn into closed session to prevent the disclosure of privileged information under N.C.G.S. 143-318.11 (a)(1) to discuss matters that are confidential, under North Carolina law particularly personnel matters under G.S. 115C-319-321 and student matters under FERPA, and (a)(3) to discuss matters that are protected by attorney client privilege. The motion carried unanimously.

Return to Open Session

A motion was made by Ms. Avery, seconded by Ms. Rhyne, to return to open session. The motion carried.

The Board returned to open session at 8:11 PM.

Ms. Rhyne reported that no action was taken during closed session.

Plus/Delta

- + Thank you to Loney Dellinger for his custodial work
- + Student demonstration

Adjournment

Ms. Rhyne entertained a motion to adjourn. A motion was made by Ms. Avery, seconded by Mr. Jenkins, that the meeting be adjourned. The motion carried unanimously.

The meeting adjourned at 8:14 PM.

Respectfully submitted,

Heather H. Rhyne, Chairperson

Aaron D. Allen, Ed.D, Secretary

Cathy Gates, Clerk to the Board

Superintendent's Recommendations for Human Resources- January 11, 2022

New Employees

NAME	CERT/ CLASS	SCH	POSITION	REPLACING	REASON	DEGREE	TEACHING EXP	LICENSE	START DATE	END DATE
Godfrey, Judy	CLASS	NSC	Bus Driver	Melanie Nicholson/ Lacey Wallace	Resigned	N/A	N/A	N/A	12/1/2021	
Mahaley, Casie	CERT	CS	Temporary Teacher (4)	Amy Maddox	Resigned	BA-Elementary Education	7 Years	Valid	1/4/2022	6/8/2022
Johnson, Caitlyn	CERT	LH	Substitute Teacher (Math)	Kayda Carmichael	Resigned	N/A	N/A	N/A	1/4/2022	6/2/2022
Land, Katelyn	CERT	BG/LOVE/ SRL	Temporary Teacher (Music)	Lisa Zeggert	Resigned	BA-Music Education	4 Years	Valid	1/4/2022	6/8/2022
Locklin, Krista	CLASS	RS	Custodian (PM)	Owen Chris Weant	Transfer	N/A	N/A	N/A	1/4/2022	
Midgette, Jr., Charles Robert	CLASS	ELH	Bus Driver	Jessica Hudson	Resigned	N/A	N/A	N/A	1/4/2022	
Satchwill, James	CERT	Asbury	Teacher (Science)	Amber Dunn	Resigned	MA-Special Education/ BA- History Education	29 Years	Valid	1/10/2022	
Fincher, Kelly	CLASS	LH/LCS	Teacher Assistant (EC)/Substitute Bus Driver	Marva Anglin	Resigned	N/A	N/A	N/A	1/5/2022	
Mangum, Amber Brooke	CLASS	SJ	Temporary Teacher Assistant (Social Emotional Learning & Multi-Tiered Support Services)	Tanya Clarke	Resigned	N/A	N/A	N/A	1/6/2022	6/3/2022
Hallman, Maddison	CLASS	GEM/ LOVE	Teacher Assistant (Social Emotional Learning & Multi-Tiered Support Services)	Growth	Growth	N/A	N/A	N/A	1/10/2022	6/2/2022
Gallicano, Noel	CERT	PCI	Tutor	Growth	Growth	N/A	N/A	N/A	1/10/2022	6/2/2022
Norris, Sadie	CERT	LM	Teacher (Health/Physical Education)	Amber Brooke Mangum	Resigned	BA-Health- Physical Education	6 Years	Valid	1/18/2022	

Neill, Andrea	CERT	LM	Teacher (English Language Arts) (7)	Pamela Lynch	Retired	MA-Elementary Education	16 Years	Valid	1/19/2022	
Hamrick, Jennifer	CERT	LCS	Instructional/Inclusion Coach (EC)	Growth	Growth	MA-School Administration /BA-Special Education	24 Years	Valid	1/24/2022	

Change of Status

NAME	CERT/CLASS	SCH	POSITION	ADD/NEW	CHANGED ASSIGNMENT	SCH	START DATE	END DATE
Wise, Sondra	CLASS	NLM/LCS	Child Nutrition Assistant/Bus Driver/Substitute Bus Driver	ADD	Bus Driver	NLM	8/23/2021	
Walsh, Mary	CLASS	LCS	Substitute Teacher	ADD	Tutor	UN	10/1/2021	6/2/2022
Angle, Jaden	CERT	LH	Teacher (Career Technical Education: Business Finance/Marketing Entrepreneur)/JV Head Coach (Football)/Activity Bus Driver	ADD	Weight Trainer	LH	11/10/2021	2/8/2022
Custer, Alonzo	CERT	NLH/LCS	Teacher (Social Studies)/Men's Varsity Assistant Coach (Soccer)/Women's Varsity Assistant Coach (Cross Country)/Substitute Bus Driver/Activity Bus Driver	ADD	Women's Varsity Assistant Coach (Basketball)	NLH	11/10/2021	2/8/2022
Miller, Neely	CERT	NSC/NLH/LCS	Temporary Teacher (Art) (part-time)/Women's Varsity Assistant Coach (Cross Country)/Women's Varsity Assistant Coach (Track)/Substitute Teacher	ADD	Men's Varsity Head Coach (Indoor Track)	NLH	11/10/2021	2/8/2022
Moses, Michael	CLASS	LH	Custodian (PM)	NEW	Custodian	LH	11/15/2021	
Wright, Chadwick	CERT	WLM	Teacher (Health/Physical Education)	ADD	Activity Bus Driver	WLM	11/30/2021	
Hedgepeth, Betty	CLASS	TRANSP/LCS	Substitute Safety Attendant	ADD	Safety Attendant	TRANSP	12/1/2021	
Arias, Lexi	CERT	WLH	Teacher (English)	ADD	Afterschool Tutor	WLH	12/2/2021	6/1/2022
Bromley, Jasmine	CERT	WLH	Teacher (EC-General)	ADD	Afterschool Tutor	WLH	12/2/2021	6/1/2022
Gilmore, Donna	CERT	WLH	Teacher (English)	ADD	Afterschool Tutor	WLH	12/2/2021	6/1/2022
Hood-Lee, Sierra	CERT	WLH	Teacher (English)/JV Head Coach (Cheerleading)	ADD	Afterschool Tutor	WLH	12/2/2021	6/1/2022

Livingston, Tracy	CERT	WLH/LCS	Teacher (English)/Substitute Bus Driver	ADD	Afterschool Tutor	WLH	12/2/2021	6/1/2022
McCabe, Stephanie	CERT	WLH	Teacher (English)	ADD	Afterschool Tutor	WLH	12/2/2021	6/1/2022
Nutt, Somer	CERT	WLH	Teacher (English)	ADD	Afterschool Tutor	WLH	12/2/2021	6/1/2022
Pittman, Rylee	CERT	WLH	Teacher (EC)/JV Head Coach (Volleyball)	ADD	Temporary Head Coach (Volleyball)	WLM	12/2/2021	12/17/2021
Pittman, Rylee	CERT	WLH/WLM	Teacher (EC)/JV Head Coach (Volleyball)/Temporary Head Coach (Volleyball)	ADD	Afterschool Tutor	WLH	12/2/2021	6/1/2022
Munday, Carrie	CERT	CS	Teacher (Academically Intellectually Gifted)	ADD	Custodian (PM)	CS	12/6/2021	
Williams, Natasha	CERT	CS	Teacher (3)	ADD	Custodian (PM)	CS	12/6/2021	
Avery, Susan	CERT	LCS	Substitute Teacher	NEW	Temporary Social Worker	CS/ELH/ELM	12/14/2021	6/2/2022
Harmelink, Donna	CLASS	SRL/LCS	Teacher Assistant/Bus Driver/Substitute Bus Driver	NEW	Teacher Assistant/Substitute Bus Driver	SRL/LCS	12/22/2021	
Davis, Jessica	CLASS	NSC	Teacher Assistant (EC)	NEW	Temporary Teacher (EC-General) (Self-Contained)	NSC	1/4/2022	6/8/2022
Leonhardt, Julie	CERT	LH	Temporary Teacher (EC-Adaptive)	NEW	Temporary Teacher (EC-Adaptive)	LM	1/4/2022	To Be Determined
Leonhardt, Ronald Jeffrey	CERT	LH	Temporary Teacher (EC-Adaptive)	NEW	Temporary Teacher (EC-Adaptive)	LM	1/4/2022	To Be Determined
Kane, Harrison	CLASS	LCS	Substitute Teacher	ADD	Temporary Intervention Tutor	ELM	1/6/2022	6/2/2022
Arp, Katie	CERT	LOVE	Teacher (4)	ADD	Afterschool Tutor	LOVE	1/10/2022	5/27/2022
Gibson, Jennifer	CERT	LOVE	Media Coordinator	ADD	Afterschool Tutor	LOVE	1/10/2022	5/27/2022
Rice, Andrea	CERT	LOVE	Assistant Principal	ADD	Afterschool Tutor	LOVE	1/10/2022	5/27/2022
Williams, Amanda	CERT	LOVE	Teacher (EC-Adapted Curriculum)	ADD	Homebound Teacher	LOVE	1/10/2022	5/27/2022
Hallman, Haley	CERT	SRL/LCS	Teacher (1)/Substitute Bus Driver	ADD	Afterschool Tutor	SRL	1/18/2022	5/20/2022
White, Taylor	CERT	SRL	Teacher (1)	ADD	Afterschool Tutor	SRL	1/18/2022	5/20/2022
Ogle, Kailey	CLASS	LCS	Substitute Teacher	ADD	Substitute Teacher (4)	SJ	2/4/2022	4/8/2022
Anthony, Sarah	CERT	NB	Teacher (1)	ADD	Afterschool Tutor	NB	2/7/2022	5/13/2022
Chapman, Amy	CERT	NB	Teacher (1)	ADD	Afterschool Tutor	NB	2/7/2022	5/13/2022
Cox, Jonathan	CERT	NB	Teacher (3)	ADD	Afterschool Tutor	NB	2/7/2022	5/13/2022
Eaker, Mary Ellen	CERT	NB	Teacher (EC-General)	ADD	Afterschool Tutor	NB	2/7/2022	5/13/2022
Hendricks, Sharon Renee	CERT	NB	Teacher (4)	ADD	Afterschool Tutor	NB	2/7/2022	5/13/2022
Hull, Bridgett Nikki	CERT	NB	Teacher (2)	ADD	Afterschool Tutor	NB	2/7/2022	5/13/2022

Leonhardt, Debra	CERT	NB	Teacher (5)	ADD	Afterschool Tutor	NB	2/7/2022	5/13/2022
Lingerfelt, Kimberly	CERT	NB	Teacher (4)	ADD	Afterschool Tutor	NB	2/7/2022	5/13/2022
Powell, Michele	CERT	NB	Teacher (EC-General)	ADD	Afterschool Tutor	NB	2/7/2022	5/13/2022
Rudisill, Kelly	CERT	NB	Teacher (Academically Intellectually Gifted)	ADD	Afterschool Tutor	NB	2/7/2022	5/13/2022
Tallent, Gena	CERT	NB	Teacher (3)	ADD	Afterschool Tutor	NB	2/7/2022	5/13/2022
Turner, Suzanne	CERT	NB	Teacher (2)	ADD	Afterschool Tutor	NB	2/7/2022	5/13/2022
Sullivan, Michael	CLASS	NLH	Non-Faculty Varsity Assistant Coach (Football)	ADD	Non-Faculty Varsity Assistant Coach (Baseball)	NLH	3/10/2022	6/8/2022
Young, Garrett	CLASS	ELH	Non-Faculty JV Assistant Coach (Football)	ADD	Non-Faculty JV Head Coach (Baseball)	NLH	3/10/2022	6/8/2022

Substitutes

NAME	SUBSTITUTE TYPE (Teacher; Child Nutrition; Bus)
Atkinson, Kellie	Safety Attendant
Barlow, James	Teacher
Brown, Bonnie	Teacher
Canham, Richard	Teacher
DeAngelis, Samuel	Custodian
Edwards, Jennifer	Bus Driver
Fincher, Kelly	Bus Driver
Hedgepeth, Michelle	Custodian
Isenhour, Angela	Bus Driver
Midgette, Jr., Charles Robert	Bus Driver
Randall, Tiffany	Teacher

Non-Continuing: Information Only

NAME	CERT/ CLASS	SCH	POSITION	EFFECTIVE DATE	REASON
Zeggert, Lisa	CERT	BG/LOVE/SRL	Teacher (Music)	1/3/2022	Resigned
Jones III, William	CLASS	LCS- ITS	ITS Systems Technician I	12/31/2021	Resigned

Anglin, Marva	CLASS	LH	Teacher Assistant (EC)	1/4/2022	Resigned
Carmichael, Kayda	CERT	LH	Teacher (Math)	1/3/2022	Resigned
Kowalczyk, Amy	CERT	LM	Teacher (Math) (8)	1/5/2022	Resigned
Heavner, Millicent	CERT	LM	School Counselor	1/31/2022	Resigned
Mangum, Amber Brooke	CERT	LM	Teacher (Health/Physical Education)	12/22/2021	Resigned
Barney, Kelly	CERT	NLH/LCS	Teacher (Social Studies)/Bus Driver/Substitute Bus Driver/ Activity Bus Driver	1/7/2022	Resigned
Clarke, Tanya	CLASS	SJ/LCS	Teacher Assistant (Social Emotional Learning & Multi-Tiered Support Services)/Substitute Bus Driver	12/31/2021	Resigned
Peters, Gary	CERT	WLH	JROTC Naval Science Instructor	6/8/2022	Resigned
Lingerfelt, Jennifer	CERT	WLM	Teacher (EC)	1/7/2022	Resigned