

**NORTH CAROLINA
LINCOLN COUNTY**

**LINCOLN COUNTY BOARD OF EDUCATION
- MONTHLY MEETING -
July 12, 2022**

The Lincoln County Board of Education held their monthly meeting on **Tuesday, July 12, 2022**, at **5:30 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, Ms. Myra Heavner, Mr. Tony Jenkins, Mr. Mark Mullen, and Mr. Todd Wulfhorst.

Administrative staff members present were Dr. Aaron D. Allen, Superintendent-Secretary to the Board; Ms. Beth McCraw, Chief Finance Officer; Mr. Rusty Saine, Chief of Accountability and Student Information; 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. Special Presentations/Recognitions**
 - Kids At Work Presentation
- 5. Individuals and/or Groups Appearing Before the Board**
- 6. Action Items**
 - a) Policies Required to Stand Open 25 Days for Input
 - Policy 2121 *Board Member Conflict of Interest*
 - Policy 2600 *Consultants to the Board*
 - Policy 3102 *Online Instruction*
 - Policy 3430 *School Improvement Plan*
 - Policy 4110 *Immunization and Health Requirements for School Admission*
 - Policy 4260 *Student Sex Offenders*
 - Policy 4334/5035/7345 *Use of Unmanned Aircraft (Drones)*
 - Policy 4400 *Attendance*
 - Policy 5240 *Advertising in the Schools*
 - Policy 6220 *Operation of School Nutrition Services*

- Policy 7510 *Leave*
- Policy 7520 *Family and Medical Leave*
- Policy 7540 *Voluntary Shared Leave*
- Policy 7550 *Absences Due to Inclement Weather, Regulation 7550-R Procedures for Make Up of Days Missed Due to Inclement Weather*
- Policy 7810 *Evaluation of Licensed Employees*
- Policy 7815 *Evaluation of Non-Licensed Employees*
- Policy 9400 *Sale, Disposal, and Lease of Board-Owned Real Property*

b) Policies with Minor/Technical Changes Not Required to stand Open

- Policy 3460 *Graduation Requirements*
- Policy 4120 *Domicile or Residence Requirements*
- Policy 4700 *Student Records*
- Policy 5070/7350 *Public Records- Retention, Release, and Disposition*
- Policy 5071/7351 *Electronically Stored Information Retention*
- Policy 7430 *Substitute Teachers*
- Policy 7541 *Sick Leave Bank*

7. Closed Session

- Personnel Recommendations

8. Consent Agenda Items

- Approval of Minutes
 - Work Session- June 7, 2022
 - Board Meeting- June 14, 2022
 - Special Called Board Meeting- June 30, 2022
- Extended Field Trips-Curricular
- Personnel Recommendations

REMINDERS AND ANNOUNCEMENTS

DATE	EVENT	LOCATION	TIME
Aug 1-3	Administrative Academy	BOE Office	8:00 AM-5:00 PM
Aug 2	HOLD for Board Work Session	BOE Office	6:00 PM
Aug 9	Monthly Board Meeting	BOE Office	6:30 PM
Aug 15-16	Optional Workdays		
Aug 17-18	Mandatory Workdays		
Aug 19	Optional Workdays		
Aug 22-26	Mandatory Workdays		
Aug 29	First Day of School for Students		

9. Plus/Delta

10. Adjournment

A motion was made by Ms. Avery seconded by Ms. Sutton, to approve the agenda as submitted. The motion carried unanimously.

Special Presentations/Recognitions

Kids At Work Presentation

Ms. Sutton recognized Chef Diedra and the Kids At Work program specializing in an after-school program designed to help students learn the technical skills of cooking while building better methods of communication and conflict resolution skills.

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. No requests were received prior to the meeting.

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

Policies Required to Stand Open 25 Days for Input

Ms. Rhyme presented the following policies for discussion and Board action.

Policy 2121 Board Member Conflict of Interest

Board Members had no questions pertaining to the proposed changes to Policy 2121 *Board Member Conflict of Interest*.

A motion was made by Ms. Sutton, seconded by Mr. Jenkins, to approve that Policy 2121 *Board Member Conflict of Interest* be amended as outlined and to stand open 25 days for input. The motion carried.

Policy 2600 Consultants to the Board

Board Members had no questions pertaining to the proposed changes to Policy 2600 *Consultants to the Board*.

A motion was made by Mr. Mullen, seconded by Ms. Sutton, to approve that Policy 2600 *Consultants to the Board* be amended as outlined and to stand open 25 days for input. The motion carried.

Policy 3102 Online Instruction

Board Members had no questions pertaining to the proposed changes to Policy 3102 *Online Instruction*.

A motion was made by Ms. Sutton, seconded by Mr. Jenkins, to approve that Policy 3102 *Online Instruction* be amended as outlined and to stand open 25 days for input. The motion carried.

Policy 3430 School Improvement Plan

Board Members had no questions pertaining to the proposed changes to Policy 3430 *School Improvement Plan*.

A motion was made by Mr. Jenkins, seconded by Ms. Sutton, to approve that Policy 3430 *School Improvement Plan* be amended as outlined and to stand open for 25 days for input. The motion carried.

Policy 4110 Immunization and Health Requirements for School Admission

Board Members had no questions pertaining to the proposed change to Policy 4110 *Immunization and Health Requirements for School Admission*.

A motion was made by Mr. Mullen, seconded by Ms. Sutton, that the Board approve that Policy 4110 *Immunization and Health Requirements for School Admission* be amended as outlined and to stand open 25 days for input. The motion carried.

Policy 4260 Student Sex Offenders

Board Members had questions and brief discussion about the potential change to Policy 4260 *Student Sex Offenders*.

A motion was made by Mr. Jenkins, seconded by Ms. Sutton, that the Board approve that Policy 4260 *Student Sex Offenders* be amended as outlined and to stand open 25 days for input. The motion carried.

Policy 4334/5035/7345 Use of Unmanned Aircraft (Drones)

Board Members had questions and lengthy discussion regarding the potential changes to Policy 4334/5035/7345 *Use of Unmanned Aircraft (Drones)*. Mr. Wulforth requested additional information pertaining to the policy.

A motion was made by Mr. Mullen, seconded by Ms. Avery, to table Policy 4334/5035/7345 *Use of Unmanned Aircraft (Drones)* and to continue the discussion at the August work session. The motion carried.

Policy 4400 Attendance

Board Members had no questions pertaining to the potential changes to Policy 4400 *Attendance*.

A motion was made by Mr. Jenkins, seconded by Ms. Avery, to approve that Policy 4400 *Attendance* be amended as outlined and to stand open 25 days for input. The motion carried.

Policy 5240 Advertising in the Schools

Board Members had questions and brief discussion about the potential changes to Policy 5240 *Advertising in the Schools*.

A motion was made by Mr. Jenkins, seconded by Ms. Avery, to approve that Policy 5240 *Advertising in the Schools* be amended as outlined and to stand open 25 days for input. The motion carried.

Policy 6220 Operation of School Nutrition Services

Board Members had no questions pertaining to the potential changes to Policy 6220 *Operation of School Nutrition Services*.

A motion was made by Mr. Mullen, seconded by Ms. Avery, to approve revisions to Policy 6220 *Operation of School Nutrition Services* as outlined and to stand open 25 days for input. The motion carried.

Policy 7510 Leave

Board Members had no questions pertaining to the potential changes to Policy 7510 *Leave*.

A motion was made by Mr. Mullen, seconded by Ms. Sutton, to approve that Policy 7510 *Leave* be amended as outlined and to stand open 25 days for input. The motion carried.

Policy 7520 Family and Medical Leave

Board Members had no questions pertaining to the potential changes to Policy 7520 *Family and Medical Leave*.

A motion was made by Ms. Sutton, seconded by Mr. Mullen, to approve that Policy 7520 *Family and Medical Leave* be amended as outlined and to stand open 25 days for input. The motion carried.

Policy 7540 Voluntary Shared Leave

Board Members had no questions pertaining to the potential changes to Policy 7540 *Voluntary Shared Leave*.

A motion was made by Ms. Sutton, seconded by Mr. Jenkins, to approve that Policy 7540 *Voluntary Shared Leave* be amended as outlined and to stand open 25 days for input. The motion carried.

Policy 7550 Absences Due to Inclement Weather, Regulation 7550-R Procedures for Make Up of Days Missed Due to Inclement Weather

Board Members had no questions pertaining to the potential changes to Policy 7550 *Absences Due to Inclement Weather* and Regulation 7550-R *Procedures for Make-up of Days Missed Due to Inclement Weather*.

A motion was made by Mr. Jenkins, seconded by Ms. Sutton, to approve that Policy 7550 *Absences Due to Inclement Weather* and Regulation 7550-R *Procedures for Make-up of Days Missed Due to Inclement Weather* to be amended as outlined and to stand open 25 days for input. The motion carried.

Policy 7810 Evaluation of Licensed Employees

Board Members had no questions pertaining to the potential changes to Policy 7810 *Evaluation of Licensed Employees*.

A motion was made by Mr. Mullen, seconded by Ms. Sutton, to approve that Policy 7810 *Evaluation of Licensed Employees* be amended as outlined and to stand open 25 days for input. The motion carried.

Policy 7815 Evaluation of Non-Licensed Employees

Board Members had questions and brief discussion regarding Policy 7815 *Evaluation of Non-Licensed Employees* and the evaluation process for non-licensed employees.

A motion was made by Ms. Sutton, seconded by Mr. Jenkins, to approve that Policy 7815 *Evaluation of Non-Licensed Employees* be amended as outlined and to stand open 25 days for input. The motion carried.

Policy 9400 Sale, Disposal, and Lease of Board-Owned Real Property

Board Members had no questions pertaining to the potential changes to Policy 9400 *Sale, Disposal, and Lease of Board Owned Real Property*.

A motion was made by Mr. Jenkins, seconded by Ms. Sutton, to approve revisions to Policy 9400 *Sale, Disposal, and Lease of Board Owned Real Property* as outlined and to stand open 25 days for input. The motion carried.

Policies with Minor/Technical Changes Not Required to Stand Open

Ms. Rhyne reported that minor changes made to wording, legal references, and/or cross references to the following policies. The minor changes were not required to stand open 25 days for input.

- Policy 3460 *Graduation Requirements*
- Policy 4120 *Domicile or Residence Requirements*
- Policy 4700 *Student Records*
- Policy 5070/7350 *Public Records- Retention, Release, and Disposition*
- Policy 5071/7351 *Electronically Stored Information Retention*
- Policy 7430 *Substitute Teachers*
- Policy 7541 *Sick Leave Bank*

A motion was made by Ms. Avery, seconded by Ms. Sutton, to approve the minor and/or technical changes to the following policies as outlined: Policy 3460 *Graduation Requirements*; Policy 4120 *Domicile or Residence Requirements*; Policy 4700 *Student Records*; Policy 5070/7350 *Public Records- Retention, Release, and Disposition*; Policy 5071/7351 *Electronically Stored Information Retention*; Policy 7430 *Substitute Teachers*; Policy 7541 *Sick Leave Bank*. The motion carried.

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

Consent Agenda Items

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

- a. Approval of Minutes
 - Board Work Session- June 7, 2022
 - Board Meeting- June 14, 2022
 - Special Called Board Meeting- June 30, 2022
- b. Extended Field Trips-Curricular
- c. Personnel Recommendations

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.

Plus/Delta

+ Visitors

Adjournment

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

The meeting adjourned at 7:32 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- July 12, 2022

New Employees

NAME	CERT/ CLASS	SCH	POSITION	REPLACING	REASON	DEGREE	TEACHING EXP	LICENSE	START DATE	END DATE
Lowery, Melina Blair	CLASS	ELH	Non-Faculty Varsity Head Coach (Cheerleading)	Ashley Beam	Resigned	N/A	N/A	N/A	7/5/2022	2/28/2023
Oates, Keith	CLASS	LH	Non-Faculty Volunteer JV Assistant Coach (Football)	N/A	N/A	N/A	N/A	N/A	7/5/2022	11/11/2022
Sanders, Jason	CLASS	TRANSP	Mechanic II	Don Hyde	Resigned	N/A	N/A	N/A	7/18/2022	
Bivens, Kathy	CLASS	BG	Office Support II: Elementary School Bookkeeper	Erica Huffman	Resigned	N/A	N/A	N/A	8/1/2022	
Moody, Jordan	CLASS	BG/LCS	Teacher Assistant/ Substitute Bus Driver	Amanda Leon	Resigned	N/A	N/A	N/A	8/15/2022	
Prins, Mary	CLASS	CS/SJ	Contracted School Based Therapist	N/A	N/A	N/A	N/A	N/A	8/15/2022	
Mas, Shannan	CERT	ELM	Teacher (Math) (6)/ Head Coach (Softball)	Melissa King/Lewis Roger Wilson Jr.	Retired/Resigned	BA- Accounting	1 Year	Residency	8/8/2022	
Mackey, Mary	CLASS	BG	Tutor	Logan Dean	Transfer	N/A	N/A	N/A	8/17/2022	6/2/2023

Change of Status

NAME	CERT/ CLASS	SCH	POSITION	ADD/ NEW	CHANGED ASSIGNMENT	SCH	START DATE	END DATE
Ramsue, Julia	CERT	SJ	Teacher (4)	NEW	Teacher (5)	SJ	7/1/2022	
Branson, Belinda	CERT	ELM/LCS	Teacher (EC-General)/Substitute Bus Driver/Activity Bus Driver	ADD	Assistant Coach (Softball)	ELM	8/8/2022	10/26/2022
Tipton, Ashley	CERT	NSC	Teacher (5)	ADD	Math Coach	NSC	8/15/2022	6/9/2023
Ramsue, Julia	CERT	SJ	Teacher (5)	ADD	Math Coach	SJ	8/15/2022	6/9/2023
Britt, Miranda	CERT	SRL	Teacher (4)	ADD	Math Coach	SRL	8/15/2022	6/9/2023
Henkle, Katherine	CLASS	SRL/LCS	Teacher Assistant (Social Emotional Learning & Multi-Tiered Support Svcs)	NEW	Teacher Assistant (K)	SRL	8/15/2022	6/9/2023
Justice, April	CLASS	LCS	Substitute Teacher	ADD	Teacher Assistant (Social Emotional Learning & Multi-Tiered Support Services)	ELM/NLM	8/17/2022	6/7/2023
Harmelink, Donna	CLASS	SRL/LCS	Teacher Assistant (K)/ Substitute Bus Driver	NEW	Teacher Assistant (Social Emotional Learning & Multi-Tiered Support Services)/Substitute Bus Driver	SRL/LCS	8/17/2022	6/7/2023

Dellinger, Reba	CERT	NB/LCS	Tutor/Substitute Teacher	ADD	Tutor	NB	8/29/2022	6/1/2023
Horne, Angela	CERT	NB/LCS	Tutor/Substitute Teacher	ADD	Tutor	NB	8/29/2022	6/1/2023
Weaver, Glenda	CERT	NB/LCS	Tutor/Substitute Teacher	ADD	Tutor	NB	8/29/2022	6/1/2023

Non-Continuing: Information Only

NAME	CERT/ CLASS	SCH	POSITION	EFFECTIVE DATE	REASON
Medlock, Amy	CERT	BG	Media Coordinator	6/8/2022	Resigned
Hammond, Barry Franklin	CLASS	SJ	Head Custodian	10/1/2022	Retired
Robinson, Phillip	CLASS	LH	Office Support I: ISS Coordinator/ Men's Varsity Head Coach (Basketball)	6/30/2022	Resigned

Support Services/Operations Summer Employees 2022

NAME	SCH	POSITION	EFFECTIVE DATE	END DATE
Reece, Wanda	NLM	Floor Crew	7/5/2022	7/22/2022

Summer School Employees: Certified / Classified

NAME	SCH	POSITION	EFFECTIVE DATE	END DATE
Begert, Craig	ELH	Teacher	7/11/2022	7/29/2022
Bowen, Autumn	ELH	Teacher	7/11/2022	7/29/2022
Hurst, Kathleen	ELH	Teacher	7/11/2022	7/29/2022
Keefer, Michelle	ELH	Teacher	7/11/2022	7/29/2022
Murdock, Courtney	ELH	Teacher	7/11/2022	7/29/2022
Robinson, Stuart	ELH	Teacher	7/11/2022	7/29/2022
Robinson, Tina	ELH	Teacher	7/11/2022	7/29/2022
Rome, Tiffany	ELH	Teacher	7/11/2022	7/29/2022
Simmer, Heather	ELH	Teacher	7/11/2022	7/29/2022
Cable, Amy	WLH	Counselor	8/4/2022	8/4/2022
Moss, Madison	WLH	Teacher	8/8/2022	8/12/2022

Superintendent’s Recommendations for Human Resources- July 12, 2022- Addendum

New Employees

NAME	CERT/ CLASS	SCH	POSITION	REPLACING	REASON	DEGREE	TEACHING EXP	LICENSE	START DATE	END DATE
Parker, Autumn	CLASS	LM	Non-Faculty Head Coach (Cheer)	Ashlyn Glass	Resigned	N/A	N/A	N/A	7/8/2022	2/17/2023
Price, Amanda	CLASS	LOVE/LCS	Teacher Assistant (EC)/ Substitute Bus Driver	Amber Gee	Resigned	N/A	N/A	N/A	8/15/2022	

Change of Status

NAME	CERT/ CLASS	SCH	POSITION	ADD/ NEW	CHANGED ASSIGNMENT	SCH	START DATE	END DATE
Richardson, Kylie	CERT	NSC	Teacher (Title I)	ADD	ATR Lead Teacher	NSC	8/15/2022	6/9/2023
Elks, Mallory	CERT	PCP	Teacher (1)	ADD	Math Coach	PCP	8/15/2022	6/9/2023

Non-Continuing: Information Only

NAME	CERT/ CLASS	SCH	POSITION	EFFECTIVE DATE	REASON
Owens, Lee Anne	CLASS	NLM	Office Support I: ISS Coordinator/Clerical Assistant	6/8/2022	Resigned
Page, Michelle Landahl	CERT	NLM	Teacher (Science) (7)	6/8/2022	Resigned

Child Nutrition Summer Feeding Program 2022

NAME	SCH	POSITION	EFFECTIVE DATE	END DATE
Adams, Myralene	CN	Child Nutrition Summer Feeding Substitute	7/6/2022	8/12/2022